Point of View By Mary Lefkowitz

· America

ı Çw.

ERE THE GREEKS, as long thought, creators of a unique and influential literature, or did they simply reproduce ideas and concepts that had already been invented by the Egyptians?

George G. M. James's 1954 Stolen Legacy is frequently cited these days. It accuses the Greek writers Aristotle, Strabo, and Plutarch of having taken many of their best ideas from books stolen by Greek and Roman soldiers from the Library at Alexandria. Martin Bernal, professor of government and Near Eastern studies at Cornell University and author of the two-volume study Black Athena, maintains that no one before 1600 doubted that Greek civilization and philosophy "derived"

Startling assertions such as these often go unchallenged, not because they have even a remote claim to authority, but rather because they are made before audiences who do not know enough about the ancient world to question them.

The problem was brought home to me not long ago when a colleague who is not a specialist in ancient history assured members of an undergraduate society on my campus that Aristotle's treatise On the Soul was based on the collection of Egyptian religious texts known as the Book of the Dead. Aristotle, my colleague said, discovered the Book of the Dead when he went to Egypt with Alexander the Great. The students accepted this remarkable claim because they knew and respected the professor.

Not surprisingly, since neither of the works the professor cited commonly is studied in high school or in introductory college philosophy or history courses, none of the young students in the audience countered that Aristotle had no known contact with Alexander after 343-2 B.C., when he served as Alexander's tutor in Macedonia. No one added that, even if Aristotle had gone to Egypt, it is unlikely that he would have had direct access to the Egyptians' ideas. He didn't speak their language, and he couldn't have seen the Book of the Dead in the famous Library at Alexandria, because it wasn't built until after his death in 322 B.C.

If Aristotle could not have seen or read the Book of the Dead, and no one is known to have translated it for him, how could anyone think that he stole Egyptian ideas to incorporate into

On the Soul? The claim sounds plausible only if the two works are read in summaries designed to make them seem as alike as possible. If one looks at the actual texts, even in English translation, it is clear that Aristotle's work does not even treat the same subject as the Book of the Dead.

The Book of the Dead consists of detailed prayers and rituals for the soul as it makes its journey to the next world; Aristotle's On the Soul is an abstract philosophical attempt to define what we might now call the animating spirit of living persons. About all the two works have in common is the notion that the soul exists as a separate entity, although connected to the physical body. On such a general basis, one could equally well insist that Aristotle's ideas were "stolen" from the

So why did this professor talk about Aristotle stealing ideas from the Egyptians? Because my colleague had not even reviewed the evidence for his assertion, it seems clear that he did not want his audience to examine it, but rather to mistrust or disregard traditional notions of chronology and history.

Serious students of the ancient world must rise and protest. At stake is the integrity not only of our discinlines, but of intellectual inquiry in general.

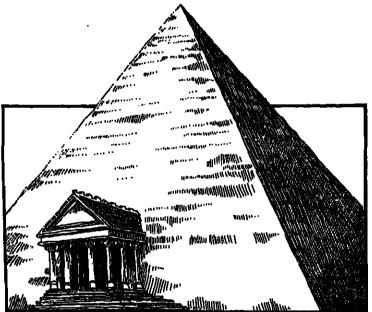
If I had been invited to debate with my colleague, I would have begun by trying to define the nature of cultural borrowing and influence. When general shared assumptions are all that two writers can be shown to have in common, the most that one can infer about their relationship is that they shared a common cultural

background. That does not mean that Aristotle got his ideas from Egyptian civilization specifically, even though Egyptians appeared in history long before Greek civilization reached maturity. Common religious notions indicate only that Greeks and Egyptians lived in roughly the same part of the world, and occasionally encountered one another, either peacefully or in war.

The mythologies of the Hebrews and Babylonians have certain features in common with that of the Greeks, such as the notion of a flood sent by the gods to destroy human civilization. But the existence of common themes doesn't prove or even suggest that one civilization plagiarized the sacred works of the others.

We need to be more premise in our terminology. To establish that Aristotle stole or plagiarized his ideas from an Egyptian source, we'd first need to show that Aristotle had ready access to Egyptian texts, and then that he copied them down word for word and passed them off as his own. Unless we can do that (and on the basis of present evidence we cannot), all that we can suggest is that Aristotle (or his Greek sources) might

Afrocentrism Poses a Threat to the Rationalist Tradition



possibly have been influenced in some way by Egyptian (or Hebrew) notions.

By being persistently imprecise in the use of terms like steal, borrow, and acquire, scholars like my colleague keep their audiences from seeing that there are many different ways to explain similarities among cultures, and even among writers, other than the most morally reprehensible ones. Why not try, instead, to distinguish between degrees of similarity in various works? Why not acknowledge, in cases where there is only a very general resemblance, the possibility of coincidence? And surely, even if one writer imitates or alludes to another writer, it is possible to display considerable originality: The Latin poet Virgil alluded constantly to Homer and other Greek writers, but no one in his own time or after doubted that his Aeneid was an original work of art, distinctively Roman in its portrayal of the terrible cost of founding a new nation.

If I had been present at the meeting where my colleague alleged that Aristotle had stolen ideas from Egypt, I would have tried to explain why I thought that in the case of Aristotle and Greek culture generally, "stolen" wasn't the mot juste. But would anyone there have listened? I'd like to think so, but I also know that many students would have been reluctant to accept anything I said. These students have been taught by scholars who claim that Africa is the mother of civilization that classicists, because of their "Eurocentric" bias, would be inclined to misrepresent and even to ignore the contributions made by ancient Africans to what we now call Western Civilization,

If given the opportunity, I would have tried to a plain why many scholars in the 19th century over-tm phasized the connections of the Greeks to Northern Europe, when they also should have turned their gar to the Egyptians and the Near East. I would have su gested that 19th-century scholars wanted to showth European civilization originally derived from the same roots as the ancient Greek civilization, so that the could claim to be the Greeks' true cultural descen-

DEMPHASIZE THEIR COMMON ORIGINS, Ed. ropean scholars concentrated on myths about the settling of the Greek mainland by invaders from the North and described the vocabulary and linguistic patterns that Greek and Enropean languages had in common. But partly because of their cultural bias, and partly because they did not have all the information we have today, they did out give sufficient credit to the cultural influences of other Mediterranean peoples on the Greeks.

In appropriating the Greeks to themselve. 19th-century Eurocentric scholars were only seeking to do what the Afrocentrists are no trying to accomplish through a new (and equally misleading) emphasis on the Africa characteristics in Greek civilization. Afrocatrist historians who claim that Greek philosophy is African in origin are as guilty of that vinism and nationalism as were 19th-century Europeans.

Virtually every nationality in the Wester world has wanted to claim the Greeks for themselves and to establish that the most at mirable achievements of Greek civilization longed to their own ancestors. Western ples study the Greeks because it was they who directly inspired our form of democracy, and it was their literature that raised the great moral issues with which we still are concerned: Do the rights of the state matter more than the rights of the individual? Why do human being so often fail to distinguish between appearance and reality and allow passion to interfere with reason?

Above all, I would have suggested to st dents discussing the influence of Egyptian cirilization on the Greeks that all civilizations ancient and modern, despite their commod ties and interests, are unique—and that it is

important to respect the differences. Distinctions can be blurred easily if we consider only general shared characteristics, such as love of family or respect for the dead. The point of studying ancient culture is not be discover ourselves in the past, but to understand the history of civilization, in all its variety.

The Afrocentrists, in my opinion, not only a assigning credit to African peoples for achievement that properly belong to the Greeks; in the process they are destroying what is perhaps the greatest legal of Greek philosophy—rational thought. The Greek were the first people to try to describe and recor an accurate account of past events as they actual happened, rather than as they might have wished that to have occurred. The great Greek historians did no seek, as Afrocentrists are now doing, to recreate history ry in order to praise themselves or to deval achievements even of those peoples whom they regat ed as their enemies. On the contrary, they saw in the defeat and misfortunes of others a warning to the

Afrocentrist historians appear to have discarded the important rationalist tradition. Instead, they appeal emotions and deny opportunity for debate. In so dolly they are abandoning the very heritage that they insal was stolen from their ancestors by the Greeks.

Mary Lefkowitz is Andrew W. Mellon Professor is the Humanities at Wellesley College and co-editor of the source book Women's Life in Greece and Rome (John Hopkins University Press, Second Edition, 1992)

THE CHRONICLE

se of Higher Education.

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Unquote

News Summary: Page A3

tknow that whites are never going to respect me on face value. I feel helpless, like I've been living on Fantasy Island." A student at Spelman College, on the Rodney G. King verdict; A33

"It seems we're always trying to reduce race to something else. Out there on the streets. the problem is that race doesn't reduce to something clse." Asociology professor, on the riots in Los Angeles: A10

Issspect that one of the reasons that opinions about racism are so easily influenced derives from the high level of racial segregation that still characterizes mtemporary American society." Aprofessor of psychology: B1

"It's just old-fashioned, goldenfleece, anti-intellectual demagoguery." Robert M. Rosenzweig, on the Senate's elimination of 34 grants to universities: A28

"The 'Global Jukebox' has the rolotion of culture in it. The whole range of the human species from the Bushman to Broadway entertainers find their voice and their place here."

An anthropologist, on his imputerized collection of songs and dance performances: A21

We are sliding into a new reality instead of planning for it." A law-school dean, on the atization of state universities: A4B

'lt was a choice between signing or leaving. I signed it, too. I felt terrible. It was as if I had been raped." A professor in Czechoslovakia, on baing forced to renounce a men-rights charter in 1977: A39

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Campuses and Scholars React to King Verdict and Ensuing Riots

- Students hold rallies and marches on dozens of campuses. At some institutions, tensions reach the boiling point: Page A33
- In Los Angeles, universities re-open and try to help their communities to heal: Page A34
- In Atlanta, undergraduates at historically black colleges, like those attending a vigil at Spelman College (above), are angered over police reaction to student protests: Page A33
- Social scientists say the riots indicate the need for moresophisticated research on racial issues: Page A10
- Two professors writing a book on police brutality update their work following the verdict in the King case: Page A5

After 10-Year Decline, Number of Black Ph.D.'s Begins to Increase

By COURTNEY LEATHERMAN After at least 10 years of declines, the number of black students earning doctoral

degrees has begun creeping back up. Black students carned 933 of the Ph.D.'s awarded to Americans last year-4 per cent more than in 1990 and 13.6 per cent

more than in 1989. Despite the increases, the number still fell short of the 1,013 black recipients who earned doctorates in 1981.

37,451 Doctoral Degrees

Those were among the findings of the most recent annual survey conducted by the National Research Council for five federal agencies. The National Science Foundation released an early report of the data that focused on science and engineering. The research council will release its full report later this year.

American universities awarded a total of 37,451 doctoral degrees last year, the survey found. That record level was due to an increase in the number of foreign recipi-Continued on Page A18

Justice Dept. Documents Raise New Questions About Workings of College 'Overlap Group'

By SCOTT JASCHIK WASHINGTON

Justice Department documents prepared for an antitrust lawsuit provide new and potentially embarrassing information about the way the eight Ivy League universities and the Massachusetts Institute of Technology have recruited students and awarded financial aid.

The documents-based on depositions by numerous senior officials at the institutions and on hundreds of pages of previously confidential university recordspaint a picture of the Overlap Group that is radically different from the one that has been portrayed by its members. The group consists of 23 clite private colleges that, until a Justice Department investigation began, met annually to compare the financial-aid packages that would be offered to students who had been admitted to more than one of the institutions.

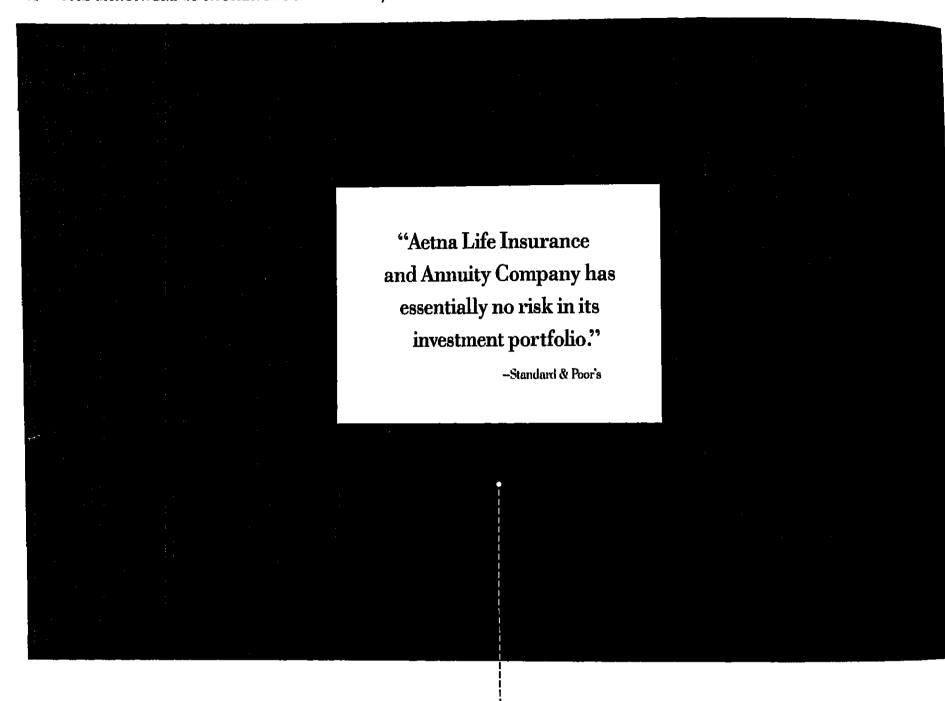
Justice Department documents say that: ■ Members of the Overlap Group frequently resolved differences over aid packages by setting family-contribution levels (the amount expected from students and their families) near the midpoint of those suggested by the two or more institutions that had admitted a particular student. That calls into question the claim of Overlap members that such differences were resolved by careful examination of families' financial records to determine fair

■ Members of the Overlap Group, realizing that Stanford University was attracting students admitted to Overlap institucruited Stanford to join the organization. Stanford turned down the offer because it believed that Overlap participation could be illegal.

■ Some key administrators at Overlap institutions feared that the activities of the group had violated antitrust laws, and they urged member institutions to reconsider the way the group was run. That contradicts numerous statements by college officials that they were shocked by the Justice Department's questioning of the legality of their operations.

■ Members of the Overlap Group could Continued on Page A27





Who says you can't find good news in the business section? At a time when most people would rather skip the business section and turn right to the comics, Aetna Life Insurance and Annuity Company' has some very good news. Moody's reports, "ALIAC's asset quality is excellent." Duff & Phelps says ALIAC has "the highest claims paying ability" and a "high quality, conservatively managed investment portfolio." This may be the best news our customers read all day. Actna. A policy to do more.

This Week in The Chronicle

scholarship

AGES-OLD DEBATE REVIVED

Should people try to manage nature, or should nature be left alone to manage itself?: A8

THE LESSONS OF LOS ANGELES

Despite years of research on the conditions that can lead to urban unrest, scholars say much remains to be kamed about the role of race in American society: A10

ARUESOME TALES OF FOUL PLAY

A professor of entomology at Washington State U. uses his knowledge of insects to help the police solve homicides: A12

Chama-studies group protests King verdict: A8 NIH director says she supports Human Genome Project: A8 Scientists determine structure of molecule: A11 People's experience of political activism is examined: A11 Sequence of nucleotides in chromosome is identified: A11 Eight new scholarly Journals: A14 64 new scholarly books: A14

Personal & Professional

DECLINE IN BLACK DOCTORATES REVERSED

Black students earned 933 of the Ph.D.'s awarded last year-4 per cent more than in 1990 and 13.6 per cent more than in 1989: Al

ACADEMICS GAIN OPTIONS FOR RETIREMENT SAVINGS ■ The number of colleges offering employees more ways to invest their retirement money continues to

climb, if slowly: A17 ■ Some TIAA policy holders are pressing the fund for

more information on its investment practices: A17 POLICE AND THE EXCESSIVE USE OF FORCE

Two scholars awaited the verdict in the Rodney G. King case to put the finishing touches to their book about police brutality: A5

COMBATTING RACISM ON THE CAMPUSES Colleges need policies that deter the few true bigots and educate the well-meaning but insensitive majority: B1

University houses an X-rated art exhibit: A4 President of Olivet College announces his resignation: A4 Seminary breaks ties with founder of psychology school: A4 South Dakota regents seek Information on bomb threats: A5 University cancels performances at church services: A5 Professors at Savannah College want a faculty senate: A17 MIT criticized for 1984 tenure review: A17 Eight new books on higher education: A20

Information Technology

CREATING A 'GLOBAL JUKEBOX'

A multimedia system based on the work of Alan Lomax, the folklorist, will offer scholars recordings and films from more than 400 cultures: A21

U. of Neb. Press puts its catalogue on the internet: A21 Engineering articles available on a campus computer: A21 Company hopes to step into Wisc-Ware's shoes: A21 Ubrarians use internet mainly for electronic mail: A23 ³ colleges share library catalogs on one compact disk: A23 11 new computer programs; 7 new optical disks: A24

Gyvernment & Politics

NEW INFORMATION ABOUT 'OVERLAP GROUP' Justice Department documents reveal a different picture of the 23 member colleges from that provided by the institutions themselves: A1

THE 'PRIVATIZING' OF PUBLIC HIGHER EDUCATION College officials see the effects of the trend on their campuses, even as they struggle to understand why it is appening: A25



A Mayan child walks through a cleared and burned field at the edge of a rain forest In Chiapas, Mexico. Environmental scientists, historians, and philosophers are debating how human needs should be balanced with those of other species: A8

PROPOSED PELL GRANT FORMULA

A compromise would help students facing higher tuition, but could hurt some at lower-cost colleges: A25

CONGRESS VOTES TO ELIMINATE SOME EARMARKS The House and Senate both voted to cut more than \$90-million in earmarks for college projects: A28

NO DEBATE ON DIVERSITY

An accrediting agency's practice of reviewing colleges' minority recruitment proved no bar to a federal panel's approval: A28

THREAT TO STATE-UNIVERSITY AUTONOMY Increasing reliance on private support could distort the mission of public universities. Point of View: A48

Ala. Legislature passes a law against Auburn's gays: A25 Ohio college presidents weigh plea bargains: A26 CUNY moves to strengthen preparation of its students: A26 Court orders Bush science board to keep meeting open: A29 Bankers angry over new student-loan expansion: A29 Judge rules against Education Dept. In default case: A29 Fact File: Defense Department contracts: A29 Federal agencies release list of forthcoming rules: A30

HIGHER EDUCATION'S LARGEST CAMPAIGN TO DATE Yale opened a five-year drive to raise \$1.5-billion for its endowment, academic programs, and repairs: A32

BIGGEST GIFT TO A BLACK COLLEGE The DeWitt Wallace/Spelman College Fund is giving the institution stock valued at \$37-million: A32

USC receives its largest single gift ever: A32 Foundation grants; gifts and bequests: A32

OUTRAGE OVER ACQUITTALS IN LOS ANGELES Administrators, faculty members, and students

voiced their anger following the controversial verdict in the Rodney G. King case: A33 Students in Atlanta protested the verdict and the police response to confrontations on campuses: A33 ■ Campuses in Los Angeles try to deal with the aftermath of the riots: A34

U.S. SURVEY ON ACADEMIC DEGREES The Education Dept.'s annual survey shows that more minority students are earning bachelor's degrees: A36

A third student dies at U. of Illinois: A4 Police use tear gas on students at Iowa State U.: A4 Students unearth tusk of a woolly mammoth: A5 'Nude Olympics' draws charges at Princeton: A5 Drinking said to affect chances of completing college: A33 North (daho student newspaper wins journalism award: A33

AUBURN ATHLETICS DIRECTOR TO STEP ASIDE Pat Dye will remain as football coach but relinquish his duties as head of the university's sports programs: A38

PAYING TO SEE COLLEGE FOOTBALL ON TELEVISION ABC Sports and most of the college football powers plan to offer games on pay-per-view TV next fall: A38

SPORTS DEFICITS AT OREGON UNIVERSITIES A state panel opposes the use of institutional funds to help balance athletics-department budgets: A38

CZECHOSLOVAKIA WRESTLES WITH COMMUNIST PAST Academics are awaiting the outcome of a challenge to a new law aimed at rooting out those who spied on colleagues for the secret police: A39

BRAZIL TACKLES ITS SCHOOL PROBLEMS Brazil's public universities are getting involved in a campaign to improve the nation's schools: A39

NEW INVESTIGATION OF ACADEMIC'S MURDER The unsolved 1989 murder of a South African professor and political activist will be the subject of an inquiry requested by a state attorney general: A40

AUSTRALIA LETS CHINESE STUDENTS STAY The government agreed to give permanent residency status to 20,000 students who were in the country at the time of the Tiananmen Square massacre: A40

Gorbachev visits site of Churchill's 'Iron Curtsin' speech: A4 IREX gets a new executive director: A39 Newsletter airs efforts to help former Soviet scientists: A39 German foundation opens an office in Washington: A39

MARGINALIA

From a memorandum to faculty members from the president of Mercer University:

"The clear prospect now is that this one-time action will happen only once."

Thut's a relief.

Item in the police log at Shippensburg University, as printed in the student newspaper:

"Criminal Mischief: A student reported to the University Police that he observed a white male running into the pine trees on Adams Drive. It was discovered that three pine trees were damaged."

A veritable human bulldozer, that white male.

News item in The Lycourier, the student paper at Lycoming Col-

"A recent Lycoming Quarterly celebrates the college's ethnic diver-

"But is the campus diverse? . . . "Sophomore Psychology major Leigh Perlmutter said that the minority students seem to form their own cliches."

Everybody does.

Note in the preliminary program of the annual meeting of the Society for Applied Anthropology:

"If you find an error of the listing of your name, paper and / or session title, please send the corrected copy to the program chair so that the error can be corrected in the final program. Please excuse any mistakes in the preliminarly program."

We will if we find any.

Headline in The Profile, the student newspaper at Agnes Scott Col-

TORNADO DRILL TO BE MOVED IN CASE OF BAD WEATHER Makes sense to us.

Clear thinking in the payroll department (from a newsletter at Cuvahoga Community College):

The final pay date for part-time faculty during the Winter Quarter is March 27, 1992. Payroll checks will mailed on Thursday, March, unless appropriate forms have been submitted, requesting that checks be delivered to campuses for pick up on December 6."

A memo from the English department at Indiana University of Pennsylvania says:

"All undergraduate English majors are invited to submit a paper which writes critically about literature to this competition."

Well, for starters . . .

In Brief

A third student dies

at U. of Illinois

URBANA, ILL, -- A sophomore at the University of Illinois last week was the third student at the university in the last 15 months to die of a contagious blood infection that can cause meningitis.

Robin Troupe was the eighth student at the university to become infected with meningococcal bacteria since February 1991. Ms. Troupe had been vaccinated against the bacteria along with about 18,000 students at the university, but her doctor said the vaccine is not 100-per-cent effec-

Living in close quarters can increase susceptibility to the infection, doctors say.

University houses

X-rated art exhibit

ANCHORAGE, ALASKA - The University of Alaska was the site of an unusual exhibit last month designed to provide local artists with an opportunity to express their most X-rated visions.

For the adults-only exhibit, entitled "Eros Censored," artists were asked what they would create if they didn't have to fear censorship. The exhibit was organized by the Alaska Humanities Forum. To minimize objections, university officials insured that visitors to the exhibit were at least had approved the use of the gal-



Police use tear gas on students at Iowa State U.

cers used tear gas at lowa State University (above) to break up a brawl between blacks and whites that occurred during Veishea, the university's annual spring festi-

Twenty-two people were in 21 years old. Officials said they jured and 27 were arrested on a variety of charges including disorlery because the university derly conduct and public intoxicaseemed an appropriate place for | tion. About 8,000 people-includ- | off a section of U.S. 51 to try to discussions on art censorship. • I ing students and campus visi-

AMES, towa—City police offi- | tors—attended the spring celebration. Police said the brawlers had broken windows and damaged street signs and cars. Martin Jischke, Iowa State's president, said he doubted that the festival would be held again.

A riot occurred at Southern Illinois University last month following Springfest, an annual celebration. Police used Mace and closed control the crowd.



Gorbachev visits Westminster College, site of 'Iron curtain' warning

FULTON, MO.—Forty-six years | (left), president of the now-dis- | about 20,000 people gathered at scended across Europe, Mikhail tern near the site of Mr. Chur-Gorbachev, the man credited with | chill's 1946 speech, which is con-

a speech of his own.

after Winston Churchill spoke at | banded Soviet Union, was escort- | Westminster that "one epoch has Westminster College here, warning that an "iron curtain" had de-Harvey Saunders (right) to a lec-

The speech was the first on Mr. Gorbachev's 13-day U.S. tour, helping to raise that curtain, made sidered by some to have marked which is to include a commencespeech of his own.

Last week, Mr. Gorbachev told a crowd of the beginning of the cold war.

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The A State Part Service

Olivet College president says he will resign

OLIVET, MICH.-The president of Olivet College, where a brawl between black and white students resulted in nationwide attention. has announced he will resign.

"I have decided it is in my best interest and that of the college that I retire at this time," Donald A. Morris, Olivet's president for 15 years, said in a statement. Mr. Morris's retirement is effective August 31, but he will stay

on as a fund-raising consultantal

ter that. Many of the college's 50 black students left the campus following ing the finding. the brawl. The students, who said they feared for their safety, completed their classes by mail,

Before the resignation, 36 of the college's 46 faculty members had voted no confidence in the presi-

Seminary severs ties

with psychologist

PASADENA, CAL,-The Pulk Theological Seminary has boke ties with the founder of its grade ate school of psychology, los Finch, a psychologist in & Harbor, Wash., who has bon charged with having sex with a

After Mr. Finch acknowledge having had an intimate relation ship with a client, several former patients filed complaints with the Washington State Examina Board of Psychology, which has charged Mr. Finch with ethics violations. Mr. Finch has said be would not respond to the charge. Officials at the seminary issued statement saying that it would sever ties with Mr. Finch. He has been a visiting professor at the seminary, and a symposium on the ligion and psychology and a canpus building bear his name.

Corrections

■ An item about violence al picnic sponsored by the Universi ty of California at Los Angeles chapter of the National Pan-Helenic Council, an organization of black fratemities and somitie (The Chronicle, April 22), incorrectly reported that the police sale some fraternily members had # turned the gunfire of visitors in the picnic. A Los Angeles Police investigation is still underway to Department spo determine who was carrying suns and who fired shots.

"Cocky," a gamecock (above). A brief item about a contest in which students designed Rube Goldberg-like machines (The Chronicle, March 25) incorrectly identified the team that won the contest. The winners were from year. In 1987 the university decid-

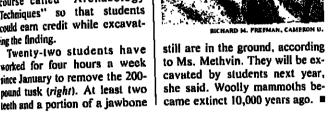
Students unearth tusk

of a woolly mammoth

LAWTON, OKLA.—An archaeology class at Cameron University has unearthed the six-foot-long lusk of a woolly mammoth that could be up to 50,000 years old.

The ivory tusk was discovered a year ago while a soil-sciences class was doing field work on the campus. Sharon Warner Methvin, an assistant professor of sociology and anthropology, designed a course called "Archaeology Techniques" so that students could earn credit while excavat-

Twenty-two students have worked for four hours a week since January to remove the 200pound tusk (right). At least two



threats since the fall. In most of

the cases, the campuses were

evacuated. No bombs have deto-

nated and no explosive devices

have been found. Making a bomb

threat is punishable by one year in

'Nude Olympics' draws

charges against students

PRINCETON, N.J.—Police have

charged 31 Princeton University

students with disorderly conduct

in connection with the "Nude

Olympics" that has become a

winter tradition on the campus.

Every year, sophomores strip

down to hats, gloves, and shoes

and run through the town on the

night of the first snow fall. Prince-

ton Borough officials say that the

event has grown larger and rowdi-

er and that students often are in-

toxicated. The 31 students

charged this year face up to six

months in prison and \$1,500 each

in fines if they are found guilty.

Student church concerts

iail and a \$1,000 fine.

South Dakota offers

reward in bomb threats

PIERRE, S.D.—The Board of Regents of South Dakota's university system has announced a \$5,000 reward for information that leads to the arrest of those responsible for bomb threats at state institutions. The University of South Dakota, South Dakota School of Mines and Technology, and South Dakota State and Black Hills State Universities each have received as many as three bomb

University saves money

lly of South Carolina has decided

o save more than \$16,000 a year

y hiring students

canceled by university

PULLMAN, WASH. -- Washington State University canceled performances by two campus singing groups last month at two church services after the American Civil Liberties Union raised questions about the constitution-COLUMBIA, S.C.—The Univer- ality of such performances.

After a meeting between offiials of the music department and by hiring undergraduates to perform as the institution's mascot. sity officials agreed that the participation of a public-university Two or three students will be group in a religious service raised Relected to fulfill Cocky's duties. the issue of separation of church Rach will receive a \$500 scholar- and state. Washington State law. ship to perform at athletic and they said, includes an even strictother events. They will replace a er requirement of that separation performer who is paid \$18,300 a than does federal law.

University legal advisers sald a ed that appearances by its mascot university performance at a had become so popular that it church would be prohibited only hired a former student to perform if it was part of a service. The as Cocky. But lately university of singing groups later gave a conficial. ficials have been looking for ways to frim the institution's budget.

PORTRAIT

Examining the Explanations for Police Brutality

Jerome H. Skolnick and James J. Fyfe began writing a book about police brutality shortly after the videotaped beating of Rodney G. King by four Los Angeles police

The two professors had finished the first draft. They had written a chapter on the case, but were awaiting the outcome of the trial to fill in the details.

Mr. Skolnick fully expected to be adding information about the sentences the police officers would receive. "I was astonished that the cops were not convicted," says Mr. Skolnick, a professor of jurisprudence and social policy at the University of California at Berkeley's law school.

But his co-author, a professor of justice at American University and a former New York City police officer, was not as surprised. "Our experience in the United States," Mr. Fyfe says, "is that criminal prosecutions of police officers who use excessive force are generally un-

While Mr. Skolnick agrees, he thought this case would be different: "In most cases where claims of police brutality are made, the evidence is not nearly as compelling. You don't have a videotape."

The two professors are writing a be published next winter by the Free Press.

Sought-After Scholars

lice did not get just what he demunity certainly helps explain the tions for why police brutality hapverdict. But Mr. Fyfc also says the jury was encouraged to apply "a partments become insulated from

who use excessive force are generally unsuccessful." the communities they serve. And it Tv-cop standard" of a police force describes possible reforms. in cases of police brutality, Mr.

tims are not totally innocent," Mr.

Fyfe says. "Rodney King was not

totally innocent. Racial issues

aside, the jury is put in a funny posi-

The judge's decision to move the

trial to a predominantly white com-

James J. Fyfe: "Criminal prosecutions of police officers

book called Above the Law: Police Fyfe says, securing a guilty verdict and the Excessive Use of Force, to is difficult because juries are being asked by the prosecution to side with the bad guys. "The problem is that most vic-

Jerome H. Skoinick: "Police brutality, in many departments, is

an aberration. And when it occurs it's a deep, dark secret."

Ever since the verdict, they have been among the scholars sought out by the nation's news organizations to make some sense of it all.

Above the Law examines the sit- son who was victimized by the pouations in which police brutality has most commonly occurred, such as during police interrogations and riots. It discusses various explanapens, including that some police de-

under constant threat of violence. In reality, he says, "Almost everyone a cop runs into on the street

does exactly what the cop says. You have to ride in a police car to realize that.

"So when police run into someone who doesn't act in the way the police officer has become accustomed, the person is showing disrespect. And no one does that more than a motorist who flees."

tion of having to decide that a per-'Close to Lynching'

By the end of a high-speed car chase, Mr. Skolnick says, the adrenaline of the officers is flowing and they rarely treat the suspect gingerly. "The cops should have arrested Rodney King," Mr. Skolnick says. "They didn't have to treat him gently. But they came perilously close to lynching him." The two professors share similar

scholarly interests. Mr. Skolnick received his doctorate in sociology from Yale University in 1957 and joined the faculty at Berkeley in 1962. He's written several books about the police and the criminal-justice system.

Mr. Fyfe's expertise is in the area of police use of force. He has testifled in dozens of court cases, both against police officers and on their behalf. He earned a Ph.D. in criminal justice at the State University of New York at Albany in 1978. He left the police force after 16 years to

Both professors say that people should not be disheartened about the possibility of reforming police forces. Their book examines failed reforms as well as promising ones.

"Police brutality, in many departments, is an aberration," Mr. Skolnick says. "And when it occurs it's a deep, dark secret. It's not out in the open like in Los Angeles. That's when you know it's institutionalized, when you can have 20 cops watching as it happens."



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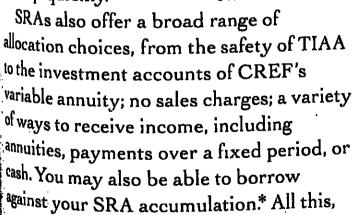
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Images of riot-torn Los
Angeles punctuated last week's
annual meeting of scholars
whose business is to analyze film
and television imagery.

More than 180 members of the Society for Cinema Studies signed a petition at the Pittsburgh meeting expressing outrage at the Rodney G. King verdict. The petition argues that repeated showings of the videotape depicting the beating of Mr. King may have "desensitized" the jury.

"They saw it in slow motion, analytically—as the defense supplied a 'reading' of the appropriateness of each officer's action," the petition said. "This demonstrates how close readings can incur misreadings."

The petition added: "Even with visual evidence, blacks' experience of police brutality does not count."

Professors debated whether they could argue that the videotape represented reality, since so much of their scholarly work tries to challenge what one professor called "the ideology of the visible."

"A lot of us in the profession have questioned the discourses of realism," said Anne Friedberg, assistant professor of film studies at the University of California at Irvine. "But we wanted to intervene in the heat of a political moment."

Bernadine P. Healy, the director of the National Institutes of Health, moved last week to reassure scientists that she supports the Human Genome Project

James Watson, a Nobel Laureate and the director of the Coid Spring Harbor Laboratory, has quit as director of the NIH center that administers the genome project after a conflict with Dr. Healy over his stock holdings.

Mr. Watson has cited government inquiries about his financial holdings in biotechnology companies as one reason for his departure. Mr. Watson also said he had always intended to leave the project, which is now more than two years old, after it was up and running.

Last week, Dr. Healy held a "media advisory" session to say that the genome project, which has a \$105-million budget this year, is still on firm ground. She said she considered the genome project to be one of the jewels in the NIH crown and named Michael M. Gottesman, the chief of the cell-biology laboratory at the National Cancer Institute, as acting director of the genome center.

A search committee has been formed to look for a permanent replacement for Mr. Watson. Anyone hired as the center's director, Dr. Healy said, will have two choices about what to do with financial holdings in companies that might be affected by the genome project: Sell the stocks that might pose a conflict of interest or put them in a blind trust.

"I would have been pleased if Dr. Watson had chosen either of those options," she said.

Scholarship

New Ferocity Marks Ancient Debate Over Humanity's Relationship to Nature

Some scholars question whether wilderness, as a place untouched by people, really exists

By DAVID L. WHEELER

The ancient debate over humanity's relationship with nature is being revived with a new ferocity as environmental scientists, historians, and philosophers argue about how human needs should be balanced with those of other species.

The ideological debate is often masked by the details of confrontations over preserving tropical rain forests or endangered species, but scholars who are tracking the discussion say it could determine the future of the environmental movement.

At the core of the latest round of arguments, which are being expressed in forums as varied as *Bioscience*, a magazine for ecologists, and last month's meeting of the Association of American Geographers, is the question of whether humans should try to manage nature or if nature should be left alone to manage itself. In looking at the state of the planet today, scientists are questioning whether wilderness, usually conceived of as a place untouched by humans, really exists.

While many scientists say that ecosystems untrammeled by humans do exist and need to be kept pristine, others argue that humans have already shaped most of the planet's landscape, even what was once considered virgin forest.

Arturo Gómez-Pompa, a professor of botany at the University of California at Riverside, says that in more than 20 years of research in the tropics of Mexico he has

been searching for undisturbed forest to compare with vegetation where Mayans have lived to see how the Indians affected their environment.

"I began seeing that it was very difficult to find places we were sure were undisturbed," Mr. Gómez-Pompa says. "There was always something that led me to believe people had been there."

'Absurd and Wicked'

In an article called "Taming the Wilderness Myth" in the April issue of Bioscience, Mr. Gómez-Pompa and Andrea Kaus, a graduate student in anthropology, argue that many other regions of the planet once considered to be free from human influence have been altered by civilization's presence. Scientists, the authors say, need to look to rural people of the present and the past to gather wisdom about how humans can coexist peacefully with their natural environment.

But many people believe that the idea that wilderness does not exist is an attempt to justify unchecked population growth and the exploitation of resources in wilderness areas. "To define away 'wilderness' as a concept just because nothing is pristine is both absurd and wicked," says David Ehrenfeld, a professor of biology at Rutgers University and the editor of the journal Conservation Biology. "There are places where no people or scarcely any people can get to, and these places are wilderness. Just because there are effects you can demonstrate from civilization doesn't negate that."

The winning argument about wilderness could carve the intellectual riverbed down which the environmental movement will run. A belief that humans have already left their stamp on what used to be considered remote, undisturbed jungle leads more readily to a strong role for humans as the best managers of the environment in the future. The view that wilderness was shaped largely before the arrival of humans and represents powerful forces beyond our intelligence and control is more apt to lead to "nature reserves" that would be fenced off from human influences.

An Ideological Conflict

James D. Proctor, a doctoral student in geography at the University of California at Berkeley, has studied the controversy over saving the northern spotted owl in the old-growth forests of the Pacific Northwest. He says he found an ideological conflict between the environmentalists' "ecocentrism" and the timber industry's "neoanthropocentrism."

Mr. Proctor says paper companies, min-



Arturo Gomez-Pompa (in a Mexico City park): "It was very difficult to find places we were sure were undisturbed."

ing corporations, oil companies, and others in the business of extracting resources from land have updated their turn-of-the-century position that America's forest should be used to create jobs and make products for Americans.

"The timber industry now argues," he says, "that forests need to be managed not just to help us but because nature is a but untidy and a little inefficient." A video produced by Caterpillar Inc., which make heavy equipment used in logging, shows lightning starting a forest fire and then goes on to suggest that logging both keeps forests healthy and helps humans by cleaning out dead wood and old trees.

Ecocentrism, Mr. Proctor says, holds that humans have a moral obligation to let other species thrive. "You can't always wait for a human argument to protect the environment," he says. "There are aspects of nature that are less glorious than majestic old-growth forests but that still need to be saved."

Radical environmental groups such as Earth First! scoff at mainstream environmental groups that will use any argument available, including possible benefits for humans, to argue for the preservation of wilderness.

The Planet as an Ark

Roderick Nash, a professor of history and environmental studies at the University of California at Santa Barbara, says

groups like Earth First are "not just looking at the planet as recreation or scenery for human beings but as an ark where other species should be allowed to do their thing."

Scholars say the ideological battle between anthropocentric and ecocentric views may come to the fore at an "Earth Summit"-officially the United Nations Conference on Environment and Development-in Rio de Janeiro in June. At the meeting, the desires of developed countries to save species, reduce pollution, and preserve the environment are expected to come nto conflict with the needs of developing countries, which do not want strict environmental controls to halt their progress lower the prosperity that developed countries already enjoy.

A compromise is already being crafted using the term "sustain able development," usually defined as economic growth that does not destroy the natural resources necessary for future human prosperity or survival.

But the sustainable-development concept could run sharp opposition from some environmental scientists who are time pected to attend the meeting

alongside politicians. "The idea of sustainable development is a fraud." says Rutgers's Dr. Ehrenfeld. "Continued expansion and growth aren't compatible with

The beginnings of a clash between human economics and the natural world may have been born between 10,000 and 15,000 years ago during the beginning of agriculture, historians and philosophers say.

Mr. Nash, the environmental historian and the author of Wilderness and the American Mind (Yale University Press, 1982), says that after the advent of domesticated animals and farming, land and animals outside the control of humans may have become "wilderness."

Furopeans, who were used to being surrounded by cultivated land, came to America viewing its wilderness as a dangerous, dark, and "howling" wasteland. Today, Mr. Nash says, Americans appreciate the wilderness so much that places like the

"The Idea of sustainable

development is a

fraud. Continued

expansion and growth

aren't compatible

with preservation."

Grand Canyon are being "loved to death" by backpacking and river-rafting enthusi-

Others note that along with the appreciation of wilderness has come a negative, if sometimes correct, portrayal of humans as vile creatures who have trashed the earth. The environmental movement has "had agreat deal to say about how we should not do this and not do that," says William R. lordan, III, director of public outreach at the arboretum at the University of Wisconsin at Madison. Mr. Jordan is also the editor of a journal called Restoration and Management Notes, which runs articles about returning damaged natural areas to their original states.

"Even though that's sometimes sound advice," Mr. Jordan says, "it leaves us with the impression that nature would be better off if we weren't here. The idea that hater is everything we haven't touched is pretty depressing."

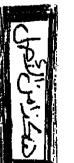
'Last Great Places'

One preservation group has decided that the best solution, both practically and philosophically, to resolving the man-vertus-nature conflict is to try to save preserves by also working with the people who live near them. Last year, the Nature Conservancy, which has usually been concerned solely with buying and preserving land, announced a "Last Great Places Initiative."

The "great places"—core areas owned by the conservancy that are critical to the servival of a species or a type of ecosystem—are to be surrounded by "buffer zones" that the conservancy does not own. The group will try to persuade neighbors of the core areas to adopt agricultural, water-use, and industrial practices that do not threaten the preserve. Those who live near preserves will also be recruited as vol-



Rural people can help reveal ways in which humans can coexist with nature, says Arturo Gómez-Pompa of the U. of Cal. at Riverside. He has studied how Mayans, such as this child in Chiapas, have affected their environment.



People in Los Angeles's Koreatown clean up debris following the riots. Scholars say the violence directed at Korean shopkeepers demonstrates that race relations are no longer simply "a black-white issue."

Following Los Angeles Riots, Social Scientists See Need to Develop Fuller Understanding of Race Relations

By ELLEN K. COUGHLIN

Reflecting on the riots that erupted following the verdict in the trial over the beating of Rodney G. King, many social scientists agree that, despite all they have learned in the last 25 years about the conditions that can lead to urban unrest, researchers still need to develop a more sophisticated understanding of race and race "Looking at what we saw in Los Ange-

les, the racial stereotyping and the racial animosity, they have to hit you as a whole lot more important than more remote things like employment rates and the welfare system," says Christopher Jencks, a sociology professor at Northwestern University. "It seems we're always trying to reduce race to something else. Out there on the streets, the problem is that race doesn't reduce to something else."

Researchers Brought Up Short

Since the wave of civil disturbances in the late 1960's, social scientists have amassed a large body of research on poverty, on the effects of urban decay, on the lack of economic opportunities in the inner city, on racial and economic segregation in metropolitan areas, and a host of other issues that came into play in the Los Angeles

In addition, the condition of blacks in American society has been the focus of a great deal of study. In 1989, the National

report on black Americans that pulled together a mass of research on their economic status, educational attainment, health, family structures, political participation, and involvement in crime and the criminaljustice system.

In other words, there is no dearth of scientific explanations for what happened in Los Angeles. But the thing that seems to have brought many social scientists up short-as it did most of the rest of the Afro-American studies at Yale University. "doesn't ferret out the extent of bias in the criminal-justice system."

"I don't think that these were 12 unredeemed, bigoted racists," he said of the jury in the trial of four white Los Angeles police officers accused of using excessive force in the arrest of a black man. "But basically there was an insensitivity and an inability to put themselves in the place of Rodney King." Mr. Jaynes directed the

"Unlike the physical sciences, where you can establish laws

that operate in perpetuity, most of what we think we know about social reality is going to be obsolete in the near future."

country—was how much is still to be study for the National Research Council's learned about the role of race in American; preport on black Americans.

Social scientists interviewed last week ticked off a varied list of the kinds of research on race that still need to be pursued; study of racial stereotyping; public-opinion surveys that incorporate the views of more blacks. Latinos, and Asians, investigation of the new forms that racism has

examine the existence of racism in the criminal-justice system. Most social-science research, said Gerald David Jaynes,

Other researchers, pointing to the amount of violence in Los Angeles that black rioters directed toward Korean shopkeepers, insisted that social scientists needed to begin to see race and race relations in a vastly more complex light.

"Those of us who have studied race relations for a long time have dealt primarily taken in the post-civil rights era. with blacks and whites," said Reynolds Several scholars pointed to the need to Parley, a research scientist at the University of Michigan's Population Studies Center. The degree of animosity between blacks and Koreans in Los Angeles is dra-

matic evidence, he said, that race relation are "not simply a black-white issue."

Michael Omi, a sociologist who is an as sistant professor of Asian-American and ethnic studies at the University of Califor nia at Berkeley, agreed.

He noted that, at the turn of the century. race-relations theory drew much of itsen dence from the European immigrants who came to the United States, and research tended to focus on such questions as part terns of settlement and involvement electoral politics. After World War II, black-white conflict became more salient much social-science research tried to get al the issue of social and political inequality and what to do about it.

"The current influx of Asian and Latin intmigrants, I think, will usher in a new of examining the limits of those models. he said. "It's no longer this bipolar mode of race relations."

Beyond that, Mr. Omi argued, scholar need to develop a more nuanced under standing of the idea of race itself, especial ly how people think about race—their offi and others'. "There's been a way, said, "in which race has been treated as an independent variable—race and poverty race and crime, race and attitudes. need to look at changing concepts a race."

Some said, however, that in the last feet decades much social-science research race has been stymied by scholars relac-

issues, for fear of being branded racist. "We were fearful of blaming the vic-

Lace to tackle some of the more sensitive

im," said John D. Kasarda, director of the Kenan Institute of Private Enterprise at the University of North Carolina at Chapel Hill. "There was a concern that the reearch would be misused."

Over the last 20 years, for example, Mr. Kasarda's research has focused on the causes of urban poverty, particularly the mismatch between the kinds of jobs now wallable in the cities and the skills that most people in ghetto neighborhoods possess. He has long advocated such solutions to the problem as vocational training and tax incentives to build affordable housing mareas where low-skill jobs can be found.

Fear of Racist Label

While he still holds with that interpretaion. Mr. Kasarda said, he now also thinks that some changes—in attitudes and family values, for instance—have to come from within the community itself. That kind of focus on individual responsibility, Mr. Kaurda said, is what he and other social scientists fear could be labeled racist—a fear that is often justified, he added.

Others agreed. In the early part of the coury, said Mr. Farley, race-relations research tended to emphasize genetic charattenistics, with a view to differentiating between "good and bad immigrants."

"We needed to get away from those mudiced views," he said. On the other hand, Mr. Farley added, researchers do ated to look at how some immigrant groups bring with them certain skills and family values that contribute to their success in the United States.

"There is a way in which we have avoidd some of those topics," he said.

Mr. Jencks agreed to a point, but argued that some of the most sensitive racial iswes involved questions that are not easy to investigate. "How do you design research that says whose fault something is?" he asked.

For example, he said, a researcher might onduct a study showing that black teenagers working at a Burger King show up more or less frequently than the Hispanic employees. "But the question, Why is that?, isn't very easy to test," he said. "It doesn't lend itself to methods of guantitative social science-which has the most influence on public policy."

Problems Haven't Disappeared'

Quite apart from racial sensitivities and difficulties in doing certain kinds of research, scholars doubted whether social science would ever be able to influence public policy to the degree that the kind of violence that occurred in Los Angeles could be avoided. For one thing, they said, Mormation gleaned from social-science tsearch is only one factor in the many that go into the making of public policy.

Besides, said A. Wade Smith, a sociololy professor at Arizona State University, e social milieu is always changing, and social science usually has to struggle to

"Unlike the physical sciences," he said, where you can establish laws that operate a perpetuity, most of what we think we know about social reality is going to be obsolete in the near future. This is going to require that we re-acquaint ourselves with

Social scientists, Mr. Wade said, have accumulated a lot of data showing that bage segments of every racial and ethnic group are in different economic and social situations than they were in the 1960's. "But problems haven't disappeared," he said, "They've just changed."

RESEARCH NOTES

■ Scientists determine structure of molecule containing 317 atoms

Men's and women's experience of political activism is examined

Researchers identify sequence of nucleotides in chromosome

Scientists have used supercomputers and a mathematical technique to determine the structure of a molecule containing 317 atoms.

The researchers say the molecule, an antibiotic known as gramicidin-A, is the largest molecule ever analyzed by such a method.

Using crystallography techniques and the rules governing the bonding of atoms alone it took one scientist 14 years to determine the structure of gramicidin-A. Now other researchers at the State University of New York at Buffalo and the Medical Foundation of Buffalo have solved the same problem with about three months of computer

Their research, the scientists say, shows that the new mathematical technique used on the computer could also be employed to determine the structure of other molecules of a similar size. The structures of molecules both larger and smaller than gramicidin-A can be determined using various methods that combine mathematics and crystallography, in which researchers determine molecular structures by analyzing the patterns of X-rays that have been bounced off molecules.

Knowing exact molecular structures is useful to biochemists trying to understand the role of chemicals in reactions and to drug designers trying to stop the action of harmful chemicals in disease processes.

The Buffalo scientists used an equation created by Herbert A. Hauptman, president of the Medical Foundation of Buffalo and a research professor of biophysics at the university. Another mathematical method for finding the structure of molecules earned Mr. Hauptman a Nobel Prize in

In the new method, data taken from crystallography experiments performed on a molecule are plugged into Mr. Hauptman's equation. Solutions to the equation give the scientists many possible chemical structures to choose

Those structures are displayed on a computer monitor, and crystallographers use a combination of knowledge and intuition to determine which structure is the right

The research was described at a crystallography meeting at the University of Alabama at Birmingham last month.

-DAVID L. WHEELER

Among the volunteers who took part in the Mississippi Freedom Summer project, women later tended to attribute greater personal significance to their participation than did men, says a sociologist at the University of Ari-

In 1964, hundreds of Northern college students, most of whom were white, traveled to Mississippi to help with a massive drive to register blacks to vote. For a study of the differences in the way men and women experienced that event, reported in the current (March) issue of the American Journal of Sociology, Doug McAdam gathered data in 1983-84 on 330 volunteers who had applied to take part in the project, and later conducted in-depth interviews with 80 of them.

Mr. McAdam found differences in the way men and women were recruited to the project, as well as in their respective experiences during that summer. Most significantly, he found that, while participation in Freedom Summer tended to have a greater effect on the subsequent political behavior of the men than on that of the women, women attributed greater significance to the event. The data showed that the men had experienced a greater increase in their political activism in the years immediately

GramicidinA is the largest molecule ever analyzed using

supercomputers and a new mathematical technique.

after the project, but the women, 20 years later, felt more strongly about its impact on their lives.

That can be explained in part, Mr. McAdam says, by the fact that the women who participated in Freedom Summer were more politically involved than the men were before the project began, and so did not experience as great an increase in activism afterward.

Furthermore, he says, most of the women in his study expressed some degree of adherence to the feminist movement, Mr. McAdam speculated that the transition from the civil-rights movement to the women's movement helped to keep their activist instincts alive. Once the antiwar movement of the late 60's and early 70's ended, he says, men did not have a similar outlet.

-ELLEN K. COUGHLIN

For the first time, scientists have determined the complete sequence of the nucleotides, or chemical units, that make up a chromosome.

In the May 7 issue of the journal Nature, scientists from the University of Manchester Institute of Science and

Technology and 35 other European institutions reported determining the sequence of a yeast chromosome.

The sequence is the most detailed map that can be obtained of DNA, the chemical in genes and chromo-

The European scientists said the sequence of the yeast chromosome was about 315,000 nucleotides long. By comparison, the complete set of human genes is estimated to contain about three billion nucleotides.

The sequence came from one of 16 chromosomes in bakers' yeast, a commonly used organism in genetic research.

The researchers said they had found 55 new genes on the chromosome and were beginning to find out what protein is made from each of the

Each research center in the project sequenced a portion of the chromosome and then disrupted genes they found on their portion to try to determine gene function.

Three of the newly discovered genes are considered to be essential for life, since the yeast could not survive when they were disrupted.

"The results so far," the researchers wrote, "indicate that there are vast areas of yeast genetics of which we are completely ignorant and emphasize the need for molecular genetics and physiological studies to proceed hand-inhand." -D.L.W.



PULLMAN, WASH. About a dozen times a year, E. Paul Catts receives a shipment of insects with a gruesome tale to tell.

In specimen bottles sent to his laboratory at Washington State University, Mr. Catts finds larvae and adult specimens of various insects, suspended in growth at the moment a crime-scene investigator took them from a dead human body and dropped them into preserving

It is the nature of Mr. Catts's work that most of the bodies are of victims of foul play.

Mr. Catts, a professor of entomology, uses the evidence, which comes from around the Northwest and sometimes further affeld, to estimate the time of death of the body that was host to the insects. That information, crosschecked against missing-persons files, can help identify victims.

More dramatically, it can narrow down, often to one, the number of murder suspects. The time of death may, for example, point to a person who was in the victim's company. Or the types of insects found on a body may help investigators scut-

Amidst an explosion of Investigative techniques,

"forensic entomotogy is becoming more and more prominent as a part of

criminalistics."

tle an alibi by showing that a murder did or did not occur at the discovery site, or at another location.

Mr. Catts is one of a small band of forensic entomologists around the country who use their knowledge of insects to assist law-enforcement officers and other inves-

Wayne D. Lord, a special agent who trains colleagues in the collection of forensic-entomology evidence at the Federal Bureau of Investigation Academy in Quantico, Va., says: "Forensic entomology is becoming more and more prominent as a part of criminalistics," at a time when techniques from a wide variety of scientific disciplines are emerging in "an explosion of technologies."

Mr. Lord, Mr. Catts, and several colleagues recently published Entomology and Death, a manual of forensic-entomology findings and procedures used by investigators and other specialists.

Typically, medical examiners are able to fix the time of very recent deaths. Forensic anthropologists work at the other extreme of human decomposition—with the skeletons that remain after insects and other animals have done their work. Forensic entomologists work with the long period between those extremes.

The first recorded use of insects in this way dates from 13th-century China, but the discipline's modern era began with cases and studies in France in the mid-19th century. Not until the 1970's, however, was it practiced regularly, aided by

Greenberg, recently retired from lawsuits involving insect infesta- in a given region, and in the comthe University of Illinois at Chication of food products, require dealings and goings-researchers call it go, who compiled many forms of ing with unsavory evidence. "We baseline data about such aspects as are not at a place where even a of insects and larger scavengers. the development of the blowfly pularge city can support one forensic pal cases, or puparia.

As recently as 10 years ago, the number of forensic entomologists in the United States was small enough that most could gather around a single table at entomology conventions. They dubbed themselves "the Dirty Dozen."

Their number has grown to about 20, but forensic entomologists suspect their line of work will never attract many colleagues.

entomologist," Mr. Catts said.

Predictable Patterns

In his laboratory here, Mr. Catts is studying samples, sent to him by Montana authorities, of insects found on the bodies of a husband and wife who were shot dead. In investigating such cases, forensic entomologists gauge the age of insects on corpses, based on such features as the length and mass of The process of fixing the post-

such researchers as Bernard the discipline, such as testifying in the life cycles and types of insects the "succession"—of many kinds

> The succession of insects to a corpse, researchers have found, occurs in a predictable pattern of overlapping waves over a period of years. Blowflies and other flesh flies arrive within an hour. Next come smaller flies; then beetles and wasps that feed on the fly larvae—or maggots—and then on dry remains. Often, dogs scatter body parts, disrupting the succes-

Even the more mundane aspects of larvae. They need to be versed in mortem interval is simple to de-

scribe but no easy task to perfor In addition to weather, other van ables may cloud the picture: W the body clothed? Or bundled in blanket or plastic, or build burned, or under water?

Painstaking investigations such variables are being conducte around the country.

At Louisiana State University C. Lamar Meek, professor of endmology, is investigating the way the blowfly invasion of corpses is affected by such surrounding cave ronments as pastures, ponds, pr forests, and mixed hardwood to ests. In another set of tests, in delayed invasion, he placed deal pigs in the trunks and passenger compartments of cars and left then to decompose.

Pigs are widely used by forent

At the University of Hawaii at Manoa, M. Lee Goff, associate professor of entomology, has been studying how the presence of traces of illicit drugs in the tissues of corpses affects the rate of larval development. The work has had the unanticipated benefit of showing that, long after decomposition has made fresh tissue samples unavailable, the puparia of insects that have fed on the corpse can in-

Enlightening' Experience

in the victim.

dicate whether drugs were present

At the University of Tennessee's Anthropological Research Facility, unclaimed bodies from medical examiners' offices are laid out.

within a fenced enclosure, to de- not work full time on it. His major - Cumberland Mountains of Tennescompose. The facility's main purresearch, here and earlier at the see of the skull of a 15-year-old girl. pose is to build a library of skeletal remains for forensic anthropolosearch has been performed there.

In 1989, Neal H. Haskell, a veteran crime investigator who is science, and wildlife biology. He and other conditions into considercompleting a Ph.D. dissertation at also offers a course for non-science ation, they were able to determine Purdue University on blowflies, visited the facility for what he calls "an extremely enlightening experience." In an experiment intended to compare the decomposition of several samples from a decaying of his cases have been part of a actual scene of a body's discovery. human body each day for 35 days, and studied the insect succession at close range.

rensic work began in the 1970's. kell of Purdue University, of a 1989 a working relationship with the

world history.

University of Delaware, has been It had a nest of paper wasps inside into livestock losses caused by in- it. Mr. Catts and Mr. Haskell knew gists, but some entomological resect infestation. He teaches that the skull had had time to dry courses in medical entomology to out after the completion of blowfly students of entomology, veterinary activity. Taking meteorological majors on the place of insects in that she had been dead for 18 months. That information led to the girl's identification.

Mr. Catts works on cases in his His work has aided in the prose- laboratory; he is still waiting for pigs with that of humans, he took cution of several murderers. Some his first opportunity to visit the continuing, intensive investigation By contrast, Mr. Goff in Hawaii of the "Green River" serial killings never has far to travel to discovnear Seattle. He is proudest, how- ery scenes on the small island Mr. Catts's involvement in fo- ever, of his analysis, with Mr. Has- of Manoa. He has built so close He, like others in the field, does case involving the discovery in the police, he says, that "they'll

do anything." That is ideal, he says, because "no matter how much I train them, an entomologist will generally find things they

Because the work of forensic entomologists is ghastly, Mr. Catts says, they, like other crime investigators, build a measure of self-protective humor into it.

'You have to have a sense of humor to do this work." he says. But he sounds only half-convinced that even that helps.

"Sometimes I see some of the photos that come in and I'm really sickened by it, that someone would waste a human life like that, and to do it in that way-not just to murder them but to brutalize them or

Humanity's Place in Natural World **Examined Anew**

Continued From Page A9 unteers to work in the preserves themselves.

Looking at humans as an integral and helpful part of endangered ecosystems may require changing the direction of research, environmental scientists say. Marjorie Holland, public-affairs director of the Ecological Society of America, says Mr. Gómez-Pompa's recent paper "sets the stage for more interdisciplinary research."

While the "Man in the Biosphere Program" of the United Nations has attempted to conduct research on what role humans play in ecosystems since 1971, its critics say that too often scientists in the program have found it easier to study hydrology or geology than to work with social scientists and consider the unpredictable variables that humans can introduce to

'Sustainable Biosphere'

Now more ecologists may begin to take their cue from Mr. Gomez-Pompa and the Ecological Society of America's "Sustainable Biosphere Initiative." The effort calls for careful consideration of human population demographics, economic demands on ecosystems, and the recognition that, according to a booklet published by the society, "humans are essential elements of the ecosystem we study."

While some environmental scientists are calling for more research on the human role in ecosystems and the potential of human management of ecosystems, others worry about the effects of too much management and about scientists' creating the illusion that they know more a natural processes than they do. Mr. Nash has written that a "garden scenario"---a pastoral vision of the future with humans as benevolent managers of the earth-is as threatening to the wilderness and the environment in general as the "wasteland scenario"-in which asphalt, steel, and toxic wastes cover the earth.

"Preservation is a concept of planetary modesty where wildness is a civilization in and of itself." says Mr. Nash. "There's a civilization of the elk, the beaver, and the chickadee."



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NEW SCHOLARLY JOURNALS

The following list of new journals has been compiled from information provided by the publishers or editors, many of whom will provide a sample copy on request. Prices and frequency of publication are subject to change without

Biodiversity and Conservation, edited by Alan T. Bull and Ian R. Swingland, University of Kent. Presents articles on all aspects of biological diversity and its relationship to sustainable de velopment; topics in the first issue in clude tree-killing ants in the Peruvian Amazon, pollution and the worldwide loss of biodiversity, and methods o assigning economic value to environ

(Editorial correspondence: Daniel

Simberloff, Department of Biological Sciences, B-142, Florida State University, Tallahassee, Fla. 32306; subscription correspondence: Chapman & Hall, Journals Promotion Department 29 West 35th Street, New York 10001; four times a year; \$70 a year for individuals, \$170 for institutions.)

Contemporary European History, edited by Kathleen Burk, University College London, and Dick Geary, University of Nottingham. Covers European po-litical, diplomatic, social, economic, and cultural history from 1918 to the present, with an emphasis on articles written from a comparative perspective; forthcoming "theme issues" will focus on central banks in politics in the interwar period, European unemploy

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Students interested in working with youth from multi-ethnic/racial backgrounds in urban areas are encouraged to apply for one of eight (8) fellowships available in Wayne State University's Library Science Program. The fellowships will provide tuition, fees, books, and a stipend for one year. The Library Science Program will provide funding for all management and project costs. To be eligible, applicants must meet Wayne State University Graduate School and Library Science Program admission criteria and must plan to specialize in public library youth services. Upon completion of the requirements for graduation, students will be awarded a Master of Science in Library Science degree.

Fellowship applicants should forward a letter of interest indicating current renowship applicants should forward a letter of interest indicating current academic status, career goals, and a current resume by August 1, 1992 to: Dr. Carole J. McCollough, Urban Library Youth Fellowship, Library Science Program, Wayne State University, 106 Kresge Library, Detroit, MI 48202. These fellowships are made possible by a grant of \$86,400 from the U.S. Department of Education, Office of Educational Research and Improvement, HEA Title IIB.

ment, and a divided Germany in a di-vided Europe.

(Editorial correspondence: Kathleen Burk. Department of History. University College London, Gower Street, London WCIE 6BT; subscription correspondence: Cambridge University Press, Journals Department, 40 West 20th Street, New York 10011; three times a year; \$39 a year for individuals, \$65 for institutions.)

Dynamic Systems and Applications, ed-College. Features research on differential, partial-differential, functional, integral, and integro-differential equations; the discrete analogues of such equations; and such equations' appli-cations in various branches of science and engineering.

(Editorial correspondence: M. Sambandham, Department of Mathematics, Morehouse College, 830 Westview Drive, S.W., Atlanta 30314; subscriplisher, P.O. Box 48654, Atlanta 30362; four times a year; \$50 a year for indi-

The Emily Dickinson Journal, edited by Suzanne Juhasz, University of Colorado at Boulder. Publishes essays on the life and work of the 19th-century American poet and on her relationship o the traditions of American poetry and women's literature; also includes reviews of new Dickinson scholarship.

(Editorial correspondence: Suzanno Juhasz, Department of English, Campus Box 226, University of Colorado, Boulder, Colo. 80309; subscription correspondence: University Press of Colorado, P.O. Box 849, Niwot, Colo. 80544; twice a year; \$30 a year for individuals, \$50 for institutions.)
Financial Markets, institutions & instru-

Financial Markets, institutions & instru-ments, edited by Anthony Saunders, New York University. Presents re-search on market efficiency, mutual-fund performance, venture capital, and other topics in the field of financial economics; four of the journal's five yearly issues will present one monograph-length article on a single topic, with a fifth issue giving an overview of significant developments in financial markets and financial theory in the

(Editorial correspondence: Anthony Saunders, Leonard N. Stern School of Business, New York University, 1307 Merrill Hall, 90 Trinity Place, New York 10006; subscription correspon-dence: Blackwell Publishers, Sub-scriber Services Coordinator, Three Cambridge Center, Cambridge, Mass. 02142; five times a year; \$50 a year for individuals, \$95 for institutions.)

ournal of Aquatic Food Product Tech-nology, edited by George M. Pigott, University of Washington. Presents papers on the development, production, and distribution of marine and fresh-water food products; topics in the first issue include the use of the antiseptic 4-Hexylresorginal to inhibit nelanosis or blackspot in shrimp, and how exposure to crude oil and chemical oil dispersants affects the flavor

REQUESTS FOR PROPOSALS

United States Agency for International Development

Indo-U.S. Science and Technology Fellowship Program

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Opportunities for U.S. scientists to conduct collaborative work with Indian scientists in India will be available in 1993 under the Indo-U.S. Science and Technology Fellowship (STF) Program. Fields of research will

Chemistry, Computer Software, Electronics, Forestry, Geology, Marine Science, Materials Science, Microelectronics, Oceanography, Physics, Solid State Electronics, and Water Resources. Other appropriate scientific fields may also be considered. Applicants must be United States

citizens under 40 years of age, who have completed a doctoral degree and

U.S. scientists will receive round-trip air travel from their home institu-

tion to the research site in India, a settling in allowance upon their arrival, and a monthly stipend throughout the period of their research. Research fellowships will be for a duration of 3-12 months.

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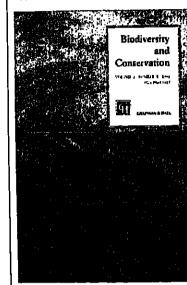
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maintain an ongoing affiliation with a U.S. institution.

Pigott, Institute of Food Science and Technology, School of Fisheries, HF-10, College of Ocean and Fisheries Sciences, University of Washington, Seattle 98195; subscription correspondence: Food Products Press/Haworth Press, 10 Alice Street, Binghamton N.Y. 13904; four times a year; \$24 year for individuals, \$36 for institu

tions, \$48 for libraries.) onrenewable Resources, edited by Richard B. McCammon, U.S. Geolog ical Survey. Features research and review articles on mineral and energy exdoration, resource assessment, and the economics of resource supply, recovery, restoration, and conservation. (Editorial correspondence: Editor,

Nonrenewable Resources, P.O. Box 34600, Bethesda, Md. 20827; subscripsity Press, Journals Marketing Depart-ment, 2001 Evans Road, Cary, N.C. 27513; four times a year; \$45 a year for individuals as part of membership in the International Association for



Mathematical Geology, \$200 a year for

institutions.) ublic Understanding of Science, edited by John Durant, Science Museum Library. Provides an international, inter disciplinary forum for research on all aspects of the relationship between science (including medicine and technology) and contemporary culture; topics in the first issue include scientific controversy in museum exhibi-tions, science and technology in the Canadian press, the U.S. public's understanding of science after World

War II, and a framework for the analysis of public antipathy to science.
(Editorial correspondence: Jane Gregory, Public Understanding of Science, Science Museum Library, South Kensington, London SW7 5NH; subscription correspondence: American Institute of Physics, Subscriber Services, 500 Sunnyside Boulevard, Woodbury, N.Y. 11797; four times a year; \$68 a year for individuals, \$190 for in-

-COMPILED BY NINA C. AYOUB

NEW **SCHOLARLY BOOKS**

Scholarsh

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by the publishers. Prices and number of pages are sometimes approxi mate. Some publishers offer dis counts to scholars and to people who order in bulk.

The Taince: Rise and Decline of the People Who Greated Columbus, by Ir ving Rouse (Yale University Pres 211 pages: \$25). Combines archaeology. ical and ethnohistorical data in a study of the principal indigenous ethat group encountered by Columbus or his voyages to the Caribbean.

CLASSICAL STUDIES

John Lydus and the Roman Past: 🜬 quarianism and Politics in the Age Justinian, by Michael Mass (Res ledge; 240 pages; \$45). Discusses at tired official in Emperor Justima sixth-century court whose writings flect the dilemma of a Christian who intellectual debts were to Rome's the sical past but who was living states

when his society was "re-historidy-ing" that past in Christian terms.

Work, Identity, and Legal State at Rome: A Study of the Occupations acriptions, by Sandra R. Joshi Wib-versity of Oklahoma Press; 239 pages. \$27.95). Explores the significance of work as an expression of pences identity for slaves, former slaves, as non-elite freeborn citizens in Reno during the first and second centur A.D.; based on a study of epitaphs a

RIMINAL JUSTICE

Policing Japan: A Study on Haka Crime, by Setsuo Miyazawa, Innib ed by Frank G. Bennett, Jr., with let (). Haley (State University of No. York Press; 267 pages; \$54.50 has cover, \$17.95 paperback). Focuse 6 police detectives in the northern to of Sapporo in a study of the process criminal investigation in Japan a cludes comparisons with America and European police work.

overnment, Schools, and the law, b Paul Meredith (Routledge: 233 page \$69.95). Discusses five areas of le debate on education in British. The Politics of School/Community tions, by Frank W. Lutz and Can Merz (Teachers College Press: 2 pages; \$40 hardcover, \$19.95 page

back). Includes five case studies.
Reciem in Children's Lives: A Study Mainty-White Primary Scheen, by Barry Troyna and Richard Hater (Routledge; 216 pages; \$69.95 had cover, \$16.95 paperback). Consider children's racial attitudes in three Ballish schools

ENVIRONMENTAL STUDIES

Refashioning Nature: Food, Eosles, and Culture, by David Goodman and Michael Redclift (Routledge: 76 Michael Redclift (Routledge: 76 pages: \$59.95 hardcover, \$18.95 pages back). Discusses the global current mental implications of current pages and the pages of current pages ing, and consumption.

FOLKLORE

Tinged With Gold: Hop Gulture in the United States, by Michael A. Tombe (University of Georgia Press; 28) pages; \$35). Explores the technical cal, economic, and social culture of hop cultivation in America; shows her commercial imperatives shaped in design, over two conturies, of hop houses—the buildings used to do houses—the buildings used to do house, and store the hop flowers.

Bishop Henry McNesi Tumer and Alf-can-American Religion in the South by Stephen Ward Angell (University) Tennessee Press; 352 pages; 34,90 A biography of the African Methodsi

Nm 1834 to 1915 from 1834 (o 1915).

14 Brazilian Workers' ABC: Class ConBrazilian Workers' ABC: Class ConBritand Alliances in Modern São PauBritand Alliances in Modern São PauBritand Alliances in 379 North Carolina Press, 378 pages, 57.50 hardcover, \$18.95 paperback). ism as fundamentally anti-urban.

Public Libraries in Nazi Germany, by
Margaret F. Stieg (University of Ala-Etamines populism and trade-union voltics from 1900 to 1953 in Santo An-

de São Bernardo do Campo, and São Carlano do Sul, three industrial muacipalities that make up the ABC re-pas of greater São Paulo; challenges vieus scholars' characterization o the responses of the library profession to Nuzi ideology and policies.

Unruly Women: The Politics of Social and Sexual Control in the Old South, by Victoria E. Bynum (University of Number 2015) ace for Brazilian workers.

Bridge Scientists and the Manhattan Project: The Los Alamos Years, by Fo-res Morton Szasz (St. Martin's Press: (\$7 pages; \$45). Discusses the activi es of some two dozen British scienusts who participated in the Allied effort to build the atomic bomb.

for to built the atomics: Estate Man-agement and Settlement in the Upper Rehelleu Valley, 1780-1854, by Françoise Noël (McGill-Queen's Unisersity Press, distributed by Universi-Toronto Press; 221 pages; \$39.95 V.S.). A study of seigneurial estates equired by Lieut. Col. Gabriel Chris-bein Quebec after the 1760 fall of New France to the British; traces the changbrough 1854, when the seigneurial wen of land tenure ended.

Months and the United States: Hegeney and interdependence, by Stehess: 340 pages; \$40 hardcover, \$17.50 paperback). Sets the history of U.S. relations with Colonibia in the context of Colombian aspirations for

tombular Colonization: Native Amorien Women and Great Lakes Mis-son, 1630-1900, by Carol Deven-University of California Press; 196 pages; \$30). Focuses on the Cree. Obsa. and Montagnuis-Noskani natens in a study of Indian women's utkepts to preserve their culture in the fixe of missionary activities.

he Deeds of Louis the Fat, by Abbot Superof St. Denis, translated by Rich-at C. Cusimano and John Moorhead Catholic University of America Press 23 pages; \$24.95 hardcover, \$14.95 pagesback). First English translation dile 12th-century French abbot's account of Louis le Gros, King of France from 1108 to 1137.

helly and Frontier in Colonial Brazil:
Sating de Parmaiba, 1580-1822, by
Mida C. Metcalf (University of Califord Press; 296 pages; \$40). Decribes how colonial settlers in the
Brazilian frontier town adapted Euroreas domestic customs to their New
Wedd environment.

Non Friend to Comrade: The Founding of the Chinese Communist Party, 1920-1927, by Hans J. van de Ven (University of California Press; 384 Man; \$45). Challenges the notion that he CP was a centralized organization from its founding in 1921; argues that if bean as a group of study societies und Ednot evolve into a mass Marxist-Le-this party until 1927.

the lette of the Yemen, 1800-1914, by Yehada Nini (Harwood Academic Publishers; 256 pages; \$28). Examines the lives of Yemen's Jews at a time when the Armines I. when the Arabian Wahabite Move-ment, British naval imperialism, and Onema expansionism were causing real istability in the country: describes the Messianic and emigration movements that characterized Jewish tapones to the unit of the country. ponses to the upheaval.

ha Adams: A Life, by John Ferling (University of Tennessee Press; 552 Pers; \$37.95). Describes the extensite public career and often troubled broad life of the second President. Priorial life of the second President.

In Little Slaves of the Harp: Italian Child Street Musicians in Nineteenth-Order President in Nineteenth-Order Press, London, and New York, by John B. Zucchi (McGill-Queen's Listersity Press, distributed by Unitrally of Toronto Press; 208 pages; 184,95 U.S.). Examines the lives of hairs children who were indentured by work as street musicians in the three clie; shows how their cites, shows how their presence hospied debates over social-welfare policy in their host countries.

httpstica: The Policies and Practices of Military Conquerors, by Eric Carlos (Barnes & Noble; 198 pages; 18.50). Uses examples from ancient into to the present to analyze the role of ideology in the exercise of military withority by an occupying power.

The President Experience in Cary, Individuals W. Lewis (University of Itanas W. Lewis (University of Itanas Press; 304 pages; \$39.95).

A history of the First Presbyterian and ana industrial city; argues that the ment challenge previous scholars' de-scriptions of 20th-century Protestant-

bama Press; 347 pages; \$59.95). Topics include Nazi efforts to use libraries as nstruments of political transformation, the relations among libraries and the local and central governments, and

\$34.95 hardcover, \$12.95 paperbacks Describes the experiences of three lum and Civil War central North Caro-

protest domestic abuse; women who engaged in "deviant" or illegal sexual relations; and women who protested Confederate policies during the war. Wake Up Little Suele: Single Pregnancy and Race Before Roe v. Wade, by Rickie Solinger (Routledge; 328 pages \$25). Examines public and private re sponses to illegitimate pregnancy and unmarried motherhood among bluck and white women in the post-World

omen in Middle Eastern History: Shifting Boundaries in Sex and Gender, cdited by Nikki R. Keddie and Beth Baron (Yale University Press; 343 pages \$35). Includes original essays on gender relations in the region from earliest Islamic times to the present.

War II era.

New Departures in Linguistics, edited

-women who used the courts to by George Wolf (Garland Publishing) 266 pages; \$33). Includes essays on theory, irony and theories of meaning and redefining the study of pidgin and

Beyond Romanticism: New Approaches to Texts and Contexts, edited by Ste-phen Copley and John Whale (Routedge; 272 pages; \$77.50 hardcover \$16.95 paperback). Includes original essays on feminist, new-historicist and other approaches in the study of

antic literature. The Collected Works of W. B. Yeats, Yolume XII: "John Sheman" and "Dhoya," edited by Richard J. Fin neran (Macmillan: 103 pages: \$30) Critical edition of two 1891 stories by Yeats-the first, a realist work about a young man's choice between life and

love in England or Ireland, and the se cond. a mythological tale about love hetween a man and a fairy

Echoes of Egyptian Voices: An Anthology of Ancient Egyptian Poetry, translated by John L. Foster (University of Oklahoma Press; 134 pages; \$19.95). The English Ellot: Dealgn, Language and Landscape in "Four Quartets," h Steve Ellis (Routledge; 240 pages; 569.95). Examines T. S. Eliot's views on language, nation! c form, as well as his construction of England in Four Quartets (1943) and

related writings.

Fletion in the Quantum Universe, by Susan Strehle (University of North Carolina Press; 293 pages; \$45 hardcover, \$15.95 paperback). Describes the development of an "actualist" literature under the influence of modern physics: focuses on works by Margaret Al-wood, John Barth, Donald Barthelme.

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NEW SCHOLARLY BOOKS

Continued From Preceding Page
Robert Coover, William Gaddis, and

Thomas Pynchon.
Gabriele d'Annunzio: The Dark Flame, by Paolo Valesio (Yale University Press; 269 pages; \$35). Examines the philosophical and poetic thought of d'Annunzio (1863-1938), an Italian writer whose literary reputation has been clouded by criticisms of his mo-

rality and politics. Illusion is More Precise Then Precision: The Postry of Marianne Moore, by Darlene Williams Brickson (University of Alabama Press; 252 pages; \$29.95). Argues that the American poet came to see herself humorously as a magician whose writings ex-pressed a truth beyond reason, and that this sense of magic was bound up en's way of knowing.

inent Voicea: Subversive Strategles In Contemporary Women's Poetry, by Liz Yorke (Routledge; 272 ges; \$49.95 hardcover, \$14.95 paperback). Draws on the theories of Helene Cixous, Luce Irigaray, and Julia Kristeva in a feminist analysis of the "disruptive" poetry of Hilda Doolittle, Audre Lorde, Sylvia Plath, and Adri-

enne Rich. Irion Writers and Religion, edited by Robert Weich (Barnes & Noble: 242 pages; \$39.50). Discusses the influence of religion on Irish literature from pagon times to the present, with a focus on works by Beckett, Joyce, Show, Yeats, Patrick Kavanagh, Louis MacNeice, and Francis Stuart.

Madness of Language: Writing and Reading Madness in the Eighteenth Century, by Allan Ingram (Routledge; 256 pages; \$39.95). Uses English literary and medical texts to examine im

ages of madness during the period.
The Stuff of Literature: Physical Aspects of Texts and Their Relation to Literary Meaning, by E. A. Levenston (State University of New York Press; 177 pages; \$44.50 hardcover, \$14.95 paperback). Discusses links between the literary meaning of a work and such gruphic phenomena as spelling,

Aguines on Human Action: A Theory of Practice, by Ralph McInerny (Catho-lic University of America Press; 244 pages; \$39.95 hardcover, \$19.95 paperback). Focuses on the Summa theologiae in a study and defense of the 13th-century theologian's theory of

moral action.

Blind Realism: An Essay on Human Knowledge and Natural Science, by Robert Almeder (Rowman & Littlefield; 288 pages; \$47.50). Presents a case for a "fallibilist" theory of

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PRODUCED IN

BOX.

Professors at the Savannah College of Art and Design are moving ahead with plans to create a faculty senate on a campus where a proposed student government has already

At a special faculty meeting last week, professors announced plans for a full faculty vote on the creation of a senate. They also asked the administration for two-year contracts instead of the annual contracts standard at the art college, one of the nation's largest. The faculty also voted to support a student drive for more rights. including a student government. Adminstrators have challenged that effort, which has brought to the surface lingering complaints about the campus climate (The Chronicle,

Some 60 professors attended the meeting, about half the college's

The administration will consider the faculty requests, but has no mmediate response, says Pamela Alifi, director of communications She notes that the college's president and founder, Richard G. Rowan, attended the meeting and answered questions from faculty

The Massachusetts Institute f Technology used 'badly flawed" procedures in its 1984 tenure review of a controversial professor, according to the American Historical Association.

A letter written to the professor, David F. Nobie, last month, says that a five-member panel of the association came to its conclusion in the absence of a response from MIT-which, the letter notes, was repeatedly solicited in writing. The f-page letter does not clahorate on e decision, nor would the

In 1986, Mr. Noble, who is now a nured professor of social science at York University in Canada, sued he institution, claiming he had been enied tenure because he had rkicized міт's ties to industry. Не agreed to drop the lawsuit last year. n return, MIT agreed to release some confidential tenure-review naterials to the public.

Mr. Noble turned the material over to several organizations. including the AHA. The association which reviews complaints of alleged Fofessional misconduct, does not act as a disciplinary body but can sme findings or publish a summary of the case in its newsletter, spectives. Because of its confidentiality policy, however, iummaries do not identify people or stitutions involved in complaints Officials at MIT said they had

eccived no letter of finding from the storical association and therefore would not comment on its review of the case. In the past, the institute as maintained that Mr. Noble was iairly treated and was denied tenure because his scholarly work was not up to par, and because he was not considered trustworthy by his peers.

Personal & Professional

A Growing Number of Colleges Offer Options for Retirement Investment

2 years after major reforms, change still comes slowly

By DENISE K. MAGNER

The number of colleges that offer employees more ways to invest their retirement money continues to climb. But the pace of change has been snail-like, frustrating companies that are trying to break into the market and some college employees who are eager for more investment

The college pension market is still dominated by a giant non-profit system. A little more than two years ago, the Teachers Insurance and Annuity Association and the College Retirement Equities Fund made major reforms that unleashed a flurry of competition for campus retirement dollars.

Under the reforms, CREF, an equity investment fund, began allowing people to transfer their pension accumulations to competing companies and make lump-sum cash withdrawals. A year later, TIAA, a fixed-income fund, did the same, although it attached restrictions. Before participants could make any of the moves, their employers had to approve.

Many Have Yet to Decide

Some institutions acted immediately. but many more are just now approving the reforms, and many others have yet to decide. Most recently, institutions ranging from the University of Notre Dame to Rollins College to the University of Nebraska approved the changes and this academic year began offering employees a choice of companies to which they could funnel their retirement money. Public institutions in New York, Tennessee, and Washington State will probably follow suit soon.

Those and other actions have highlighted several trends in the college pension market:

Just because more colleges are allowing people to transfer their money does not mean that many employees are actually doing so. In fact, the number of transfers has been small, say campus administrators and TIAA-CREF officials, "I think people wanted to have the freedom to transfer money out of TIAA-CREF, but they don't necessarily want to exercise the option," says Nimet Gundogan, benefits manager at

Boston University. ■ While employees are leaving their existing TIAA-CREF accumulations (often called "old money") intact, many are directing future retirement contributions ("new money") elsewhere. This year, Notre Dame began giving employees a choice between TIAA-CREF and 10 funds offered by Fidelity Investments. "We're not seeing any significant movement at all in terms of old money shifting out of TIAA-CREF," says Roger Mullins, the university's director of human resources. "But many people are electing to have new money go to Fidelity."

■ Colleges that have offered alternative investment options to TIAA-CREF since the Continued on Following Page



expenses, superior investment performance, and the best customer service."

As Interest Rates Fall, TIAA Is Criticized for Not Disclosing More About Investments

Some policy holders in the Teachers Insurance and Annuity Association, after watching the interest rates they earn on their retirement accumulations slide d ward, are pressing the mammoth fund for more information on its investment prac-

Retirement accumulations in TIAA earn interest at rates set by the company's Board of Trustees. Earlier this year, the board lowered those rates, citing declining interest rates nationally and the country's real-estate slump.

TIAA officials blame the recession, but point out as a sign of the company's financial health that it receives the highest possible ratings from Standard & Poor's Insur-

NEW YORK name Rating Services, Moody's Investors Service, and A. M. Best. The three ratings services review the strength and operating performance of insurance companies and issue ratings of their financial soundness. The ratings are used by policy holders, investors, and others.

Concern About Real Estate

Critics of the fixed-income fund, however, say they are concerned about both the falling TIAA rates and the company's sizeable investments in mortgages and real estate. The critics, including leaders of the American Association of University Professors, say TIAA has failed to provide adequate information about its mortgage and Continued on Page A19



Colleges Offer Their Employees More Options for Retirement Funds

Continued From Preceding Page 1980's say the system's dominance on their campuses has been erod. A. Pierce, chairman of the personed. At Boston University, for ex- nel and benefits committee for the ample, the proportion of employees choosing alternatives to TIAA-CREF has grown gradually since those options were first offered in the early 1980's. Today, about 60 per cent of current contributions to retirement go to TIAA-CREF, but 40 per cent go to other companies.

■ New employees seem more likely to choose alternatives to TIAA-CREF. In the last two calendar years at the Johns Hopkins University, only 40 per cent of new employees in the retirement plan chose TIAA-CREF, while 60 per cent selected competing companies.

Rising Medical Costs

Despite signs of change on some campuses, many colleges have been slow to allow transfers and withdrawals or to add alternatives to TIAA-CREF. Some have been distracted by other benefits issues. like skyrocketing medical costs. Many small colleges don't have a large enough staff to broaden their retirement plans and have chosen to offer only TIAA-CREF.

ting closer to making a decision at many institutions," says George National Association of College and University Business Officers. "It's taken this long just to get the facts together and for campuses to understand the nuances involved."

TIAA-CREF is still far ahead of its competitors. Many people say the infusion of competition in the pension market has made the companies more responsive to customers—and more protective of their turf. With assets of \$104-billion at the end of 1991-up from \$88-billion a year earlier-TIAA-CREF has 4,700 institutional participants, of which roughly 1,900 are colleges and universities. TIAA has assets of \$56-billion; CREF has \$48-billion.

Many companies say it is hard to gain a foothold in the market, in part because of TIAA-CREF's long relationship with higher education. But business is growing.

Conway Shaw, group-marketing director for the Variable Annuity amount of money it manages from ly from higher education-have the higher-education market has jumped by 36 per cent since 1989. more than \$700-million today.

The assets that T. Rowe Price



Toby Y. Kahr, Duke's associate vice-president for human resources: "it's not a simple market anymore."

risen from \$200-million in 1987 to

"TIAA-CREF has been in place for vice-president of pension and an-

Associates Inc. manages for peo- 80 years," says Christopher W. Life Insurance Company, says the ple in the non-profit sector—main- Dyer, a vice-president at T. Rowe Price. "Ten years from now, it'll be a different ball game."

John J. McCormack, executive

Personal & Profession

nuity services at TIAA-CREF, Fre dicts that the companies may low from 5 to 15 per cent of their may ket share to competitors over the coming years. But he and other TIAA-CREF officials are optimistic about the companies' strength.

'Cashability' Approved

Says Thomas W. Jones, executive vice-president of finance and planning: "Our core franchise is built on the fact that we offer the lowest operating and investment expenses, superior investment performance, and the best customer service. No competitor has been able to convince a significant portion of our customers that it cando all three better than us."

About 25 per cent of TIA4-CREF's participants have agreed to allow employees to transfer their accumulations to competing companies, Mr. McCormack says. In 1991, he says, about \$233-million was transferred out of TIAA-CREE About \$91-million was transferred in from other companies.

Colleges have moved more quickly to approve "cashability," which allows employees to make lump-sum withdrawals from CREF when they retire or leave their in stitutions. About 50 per cent of the system's institutional participants have approved cashability, but of ten with restrictions. Some col

es to withdraw only a proportion of their retirement savings.

The movement toward approving transfers and withdrawals is speeding up or slowing down, depending on whom you ask. TIAA-CREF says it is slowing down.

Richard G. Malconian, president of Fidelity Investments Tax-Exempt Services Company, disagrees. His company, a division of Fidelity Investments, was created in March 1991 to handle retirement products for the non-profit sector. lis total assets now exceed \$4.5billion—about \$3.7-billion of which is in retirement savings.

"Institutions more and more are realizing they have a fiduciary responsibility to provide more choice." Mr. Malconian says.

Some campuses, such as Bloomfeld College, continue to offer TIAA-CREF as the only option under their retirement plans. A benefits manager there said trustees felt that offering too many investment options would give people the ability to "play the market" with their mirement savings when most were not qualified to do so.

More Than I Expected'

At the other end of the spectrum is Johns Hopkins. About 49 per cent of current monthly contribulions toward retirement go into MAA-CREF, while the remainder is divided among the Vanguard Group, Twentieth Century Investors, and the Cigna Corporation.

Somewhere in the middle sits the State University of New York System, which allows cash withdrawals and will soon decide whether to allow transfers and to udd more companies. The system's faculty members and professional employes now choose between the state pession system and TIAA-CREE.

Last year, suny began allowing employees with money in TIAA-CREF to make cash withdrawals. Roughly 300 employees have requested withdrawals.

"It was more than I expected," says Lawrence J. Katz, suny's director of employee benefits. Some employees reinvest the money. One used his money to buy a house in the Virgin Islands.

Some campus officials caution that transfers and withdrawals are still new concepts to most employees, and that it may be some time before they feel knowledgeable about their new options. They also note that many employees seem satisfied with TIAA-CREF and may

decide not to make any changes. Another reason the number of ransfers and withdrawals may be low, they say, is that many employees have their savings in TIAA, and that money is still not easy to move. Because TIAA's assets are of easily converted into cash, moves out of TIAA can be made aly over a 10-year span.

To help people make investment decisions. Duke University holds an annual benefits fair in May to bring in company representatives. Among them is Fidelity, which just opened its first retirement-investment center near Duke.

Employees can no longer simply put their retirement money somewhere and forget about it, says Toby Y. Kahr, Duke's associate vice-president for human resources; "It's not a simple market anymore."

TIAA Policy Holders Seek Information on Investments

Continued From Page A17 real-estate holdings and about the of 7.5 per cent. Money accumulating down fairly steadily.

impact of the real-estate slump on ed from 1988 to 1991 will carn 8.5 the fund. TIAA, along with its companion

company, the College Retirement Equities Fund, manages and invests the retirement savings of thousands of employees in higher education. Together the companies have assets of \$104-billion, \$56-billion of which is in TIAA.

Accumulations in TIAA earn in- cent. terest at different rates, depending on when the money was put into the fund. The lower rates set by the TIAA board are as follows: Effectively long-term, stable investtive March I, money put into TIAA ment," says Ernst Benjamin, gen-

in the contract of

per cent, and accumulations before 1988 will earn 8 per cent.

Fluctuating Rates

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By comparison, until February of this year, the rates ranged from 8.5 to 9.25 per cent. And

> The TIAA board will reconsider this year's rates in June.

"TIAA was supposed to be a relabetween January I and June 30 of eral secretary of the AAUP. "My tion say the lower TIAA rates are to

this year will earn an interest rate concern is the rates have been go-

He adds: "I don't think people understand that FIAA is sort of volatile and there are times not to invest in it. I think people could have better information than they do."

TIAA is not alone in being hurt by the recession. While its investment returns have fallen in recent years. from March 1988 to February 1989, they have surpassed the industry they ranged from 9 to 11.25 per average. TIAA's net rate of return on its investments in 1991 was 9.36 per cent, compared with an industry average of 9.03 per cent, according to the American Council of Life Insurance.

Some observers in higher educa-

he expected. The 11-per-cent rates of the past were "not normal." says Robert M. Wilson, vice-president emeritus at the Johns Hopkins University who is now a benefits consultant. "Everybody's rates are down this year. I don't think we can expect the folks at TIAA to be producing miracles." He agrees, however, that the fund should be more candid about its investments, including its losses.

'Some Economic Loss'

Thomas W. Jones, executive vice-president of finance and planning at TIAA-CREF, acknowledges that TIAA has experienced "some economic loss" as a result of the problems in the real-estate market. About 38 per cent of TIAA's invest-

Continued on Following Page

Number of Ph.D.'s Awarded to Blacks Begins to Increase After Years of Declines

Continued From Page Al

ents, who earned nearly one-third of the 1991 doctorates. Americans earned 24,721 Ph.D.'s, slightly fewer than the number in the previous year and a decade ago.

Some observers said the increase in minority doctorates indicated progress for black students and institutions that have worked to recruit and retain them.

But Frank L. Morris, dean of graduate studies and research at Morean State University, said such a response was overblown. He noted that the increase in black doctorates from 1990 to 1991 amounted to only 36 students.

Controversial Research

"Folks are talking about the increase in black Ph.D.'s almost as if campuses in the future. it's in a vacuum, without looking at the position of blacks compared to the position of foreign doctorates that are better funded," he said. Mr. Morris said his research,

which has been controversial, had concluded that American universities have provided more money for rican-American students. He said was known. (An additional 331 cent in 1981. for the shortage of black Ph.D.'s fy their race.) Members of each mi- ing doctorates in science and engiand the increases in foreign doctorand recipients.

American Indiana Plant and Engineering increased to 23,748 last about the drop in the numbers of previous year. American Indiana Plant and Engineering increased to 23,748 last about the drop in the numbers of previous year. American Indiana Plant and Engineering increased to 23,748 last about the drop in the numbers of previous year. American Indiana Plant and Engineering increased to 23,748 last about the drop in the numbers of previous year. al recipients.

"Black students are paying for their doctorates, once again, by gopanics earned 708; Asians earned Ph.D.'s in those fields—37.9 per probably going on to more lucrational 762, and white Americans earned continuous formula ing into debt while international 762, and white Americans earned students are getting a free ride." he 21.859.

ents go on to teach at colleges and universities the survey results are the 1991 doctoral recipients whose Fewer white American models are the survey results are universities, the survey results are the 1991 doctoral recipients whose Fewer white American men earned students earning doctorates at ed. considered a good indicator of the race was known. A decade earlier, such degrees, but the number of American universities. "If gradufuture composition of the nation's professoriate. The 1991 survey results, like those of other recent sults, like those of other recent for 3.1 per cent of the Ph.D.'s torates in science and engineering we need all the export we can get," he said. years, suggest that fewer white earned by Americans last year, increased.

Mr. Fechter said he was conmen and more women, minority
Hispanics made up 2.9 per cent, Research council officials cau
Research council officials cau
cerned that the increases in the 20550; (202) 634-4300.

Americans Who Received Ph.D.'s in 1991

American Indian	128	+33.3%	10-year cha +50.6%
Asian	762	+19.0	+63.9
Black	933	+4.0	-7.9
Hispanic	708	-1.4	+52.6
White	21,859	-1.3	-0.6
Race unknown	331	_	
Total	24,721	-0.7%	-1.49

group members, and non-U. S. citi- and American Indians made up .52 zens will be teaching on college

Among the survey's findings:

Foreign students earned 30.1 of all Ph.D.'s, up from 31.5 per per cent of the Ph.D.'s awarded in cent 10 years ago. Of the doctor-1991. Their share has increased ates awarded to Americans, womsteadily since 1981, when they en earned 43.8 per cent-up from

American recipients did not speciprevious year. American Indians year. That was mainly because white males earning Ph.D.'s, "My "Selected Data on Science and Establishment of the science countries in 1991. His many fearly and the drop in the numbers of the science countries and Establishment of the science countries and the science countries are science and the science countries and the science countries and the science countries are science and the science countries and the science countries are science and the science countries are science countries and the science countries are science countries." earned 128 doctorates in 1991; Hismore foreign students earned sense is that the white males are gineering Doctorate Awards sense is that the white males are

Because many doctoral recipi- blacks in the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees.

per cent. White students earned 89.6 per cent of the doctorates.

■ Women earned 36.8 per cent ■ Minority-group members last earned 35.6 per cent of the science

ing into debt while international students are getting a free ride," he Despite significant gains by Can students earning degrees in solution."

**Buttle Respite Significant gains by Can students earning degrees in solution."

**Neither was and analysis of the properties of the pro ade earlier. The number of American students according decrease in business ad-

way information is gathered. As a result, more doctorate recipients responded to the survey and more reported their race and citizenship. The officials said that comparisons between actual numbers over the past decade might therefore be skewed, but that the data would still indicate broad trends.

carefully because of policies put

They also said that the latest data must be considered preliminary, since survey responses continue to trickle in over the course of the year. For example, the 1990 survey esults originally showed that 828 blacks had earned doctorates, but that figure was revised to 897 in the

Need for 'Export Industries'

Alan Fechter, executive director of the research council's Office of Scientific and Engineering Personearned 17.2 per cent of doctorates. 34.7 per cent in 1981. And they nel, applicated the increases in the distinct come from surveying Ph.I number of blacks and women earnyear made up 10.4 per cent of and engineering degrees awarded ing Ph.D.'s in 1991, "I'm happy to partment's survey included some partment survey survey included some partment survey included some partment surve international students than for Afinternational students than fo versity is going to be very healthy for schools, whose Ph.D. recipient schools, whose Ph.D. recipient ing culu- for scholarly activities.

tioned that data collected over the number of Ph.D.'s over all might past two years must be analyzed be coming at a bad time. He note that the the job market was not into place in 1990 that changed the promising for new doctorates look ing for teaching positions. The NRC survey results differ

slightly from a survey of doctoral degrees conducted by the U.S. D. partment of Education. That suvey put the number of doctorate conferred in 1989-90 at an all-time high of 38,238. (See story on Page A36.) That figure is some 6 per cen higher than the NRC count for the sume year. During the 1980's lbt Education Department's tally doctoral degrees has been some per cent to 6 per cent higher than

that of the NRC. William H. Freund, an official at the department's National Centa for Education Statistics, attributed the discrepancy to different surve) techniques. The department of tains degree information from a annual survey of colleges and un ght not be included in the NRC

and institutions conferring de

Copies of the report are available National Science Foundation, 1800

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Critics Seek Information on TIAA's Investments

Continued From Preceding Page ments are in commercial mortgage loans and 10 per cent are in real estate properties. Twenty-six per cent are invested in publicly traded bonds, 24 per cent in direct loans to business and industry, and 2 per cent in other assets.

Lower Mortgage Yields

"Our mortgage delinquency rate increased in 1991, in line with the pattern that occurred throughout the industry," Mr. Jones says. "We experienced somewhat lower yields on our mortgage and realestate investments than we had originally expected."

But he adds: "It will not have a

dramatic effect at all on our net investment yield, on our dividends, can say. We deserve to know a and certainly we do not think it's meaningful amount of information going to have any effect on our regarding a company's investment

"I don't think people understand that TIAA is sort of volatile and there are times not to invest in it. I think people could have better information than they do."

more information about its invest- says. "We believe we should meet ments. The expanded information that kind of disclosure standard." will be provided in a report to be

released this month.

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of finance at DePaul University, is amount.) among those pushing for more dis-

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closure from TIAA. He suys he is lose their AAA ratings if they guar. especially concerned about TIAA's heavy concentration of investments in office buildings, a sector of the real-estate market that has been hard hit.

In an article published this year

AA ratings."

policies, asset quality, and investin Academe, the magazine of the
ment performance, "Mr. Jones
AAUP, Mr. Garrigan argued that the company had emphasized its high ratings from Standard & Poor's and other services instead of providing data on the quality of its assets. He attributed the high ratings to the fact that TIAA only guarantees a "very low" interest rate. (TIAA guarantees participants an interest rate on their accumulations of about 3 per cent, but has Richard T. Garrigan, a professor always paid more than that

"My question is, Would they

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anteed 5 per cent or 7 per cent?" Mr. Garrigan asks. "As a panicipant. I'd prefer a higher guarante and less risky investments.

Mr. Jones says that criticism is simplistic. The high ratings, he says, are based on an array of factors from the consistency of a company's financial performance to the strength of its customer base. Because TIAA guarantees no more than 3 per cent, Mr. Jones says, the company has been able to take on a larger share of investments that carry some risk of default but have the potential of a higher pay-

variable in isolation just portrays a lack of understanding," he says. -DENISE K. MAGNER

"To try to single out that one

NEW BOOKS ON HIGHER **EDUCATION**

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order is

Chinese Higher Education: A Decade of Reform and Development, 1978-1988, by Ruiging Du (St. Martin's Press, Scholarly and Reference Division, 175 Fifth Avenue, New York 10010; 146 pages; \$59.95 prepaid. Of fors an insider's perspective on reform in Chinese higher education is the

post-Mao era.

Ethios and Standards in institutional Research (New Directions for institutional Research No. 73), edited by Michael E. Schiltz (Jossey-Bass Publishers, 350 Sansome Street, San Fractional Research 114 95 pression ca 94104; 86 pages; \$14.95 prepaid. Presents a draft code of ethics for insti-tutional research, a commentary of that code by members of the commit-tee that developed it, and four essays on related ethical issues.

The Evidence for Quality: Strengthenk the Tests of Academic and Adminis trative Effectiveness, by E. Grady Bo-gue and Robert L. Saunders (Josep-Buss Publishers, 350 Sunsome Street, San Francisco 94104; 313 pages \$29.95 prepaid). Discusses the devel opment of quality-assurance pro

grants.

The Four Cultures of the Asademy lasights and Strategies for improving Leadership in Collegiate Organiztions, by William H. Bergquist (Jossey-Bass Publishers, 350 Sansone Street, San Francisco 94(6); 290 pages; \$27,95 prepaid). Describes how the intage, traditions, and character of colleges and universities are shaped by four distinctive cultures—collegial. four distinctive cultures—collegia managerial, developmental, and asso

manageria, developed in the Beehive State, 19401990, edited by Henry P. Plenk (University of Utah Press, 101 University Services Building, Salt Lake City 84112; 586 pages; \$35, plus \$2.50 for shipping). Discusses the establishment of a medical school at the University of the Control of of th

Francisco 94104: 770 prepaid). Describes strategles to help new faculty members in their roles as teachers, scholars, and colleagues. Russian and Soviet Education, 1731.

1989: A Multilingual Annotated Shillogaphy, compiled by William W. Brickman and John T. Zepper (Garland Publishing, 717 Fifth Avenue, Suite 2500, New York 10022; 38 pages; \$83 prepaid). Contains information on English- and Russian-language publications on imperial Russian and Soviet education at all levels.

publications on imperial Russian Soviet education at all levels. The Underground Gulde to University The Underground Gulde to University The Underground Gulde to University The Underground and Ireland, by Rill Study in Rill Student's perspective on student's persp



The University of Nebraska Press has put its catalogue of books in print on the Internet. Academics with access to the network can search the press's complete list by using key words, or they can browse by subject category and read short descriptions of the books. To place an order, however, they have to call the press's tollfree telephone number.

The university's computingresource center helped the press create the on-line catalogue by writing the software, says Donna Liss, the information-management coordinator. She says the center has willen similar software so that professors and students can seurch supply catalogues and campus

MIDNEL, a regional computer network that gives institutions in Midwestern states access to the lmemet, has its operations center at the University of Nebraska.

Engineering professors and tudents at Stevens Institute of Technology will be able to read journal articles on their own omputers when Engineering Information Inc. moves its offices from New York to the Hoboken. NJ., campus this summer.

Ei, as the non-profit publisher is called, expects to make the complete text of selected journals available on an experimental basis on computers linked to the campus network. The publishing company and the institute plan to cooperate on a study to see how faculty members and students use the

Engineering Information pecializes in engineering journals bstracts, reports, monographs, nd conference proceedings. In 1990, is index included 300,000 journal aticles and conference papers on hemical engineering, electrical and electronic engineering, and nergy and the environment. Of those, 160,000 were abstracted and ublished in print or on compact

The publisher expects to install isown Digital vax computer system at Stevens, connecting it to the campus network and to the Internet.

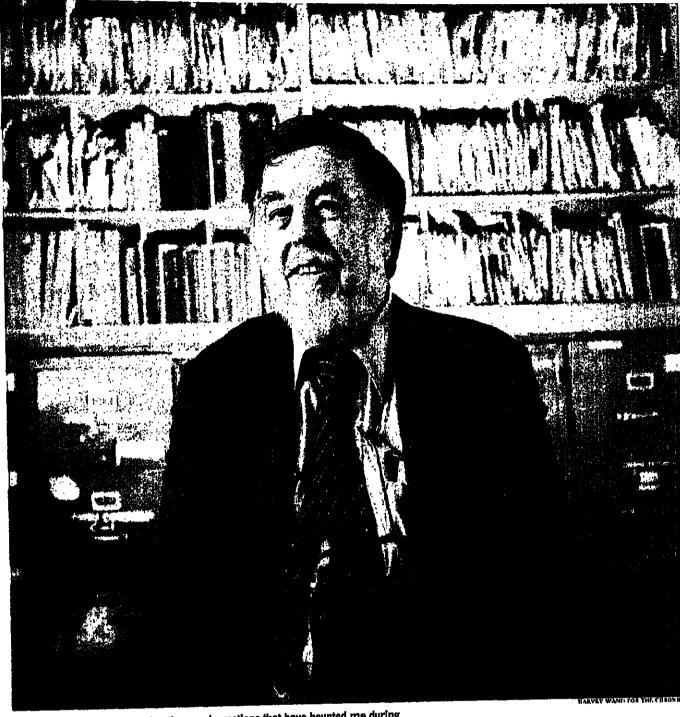
Faculty members looking for new software distributor now that Wisc-Ware is out of ilness may want to contact the Charlot Software Group. Susan Nickerson, product-

acquisition manager, suys Char ould like to consider all programs developed by Wisc-Ware's former uthors. The group's current catalogue contains about 50 academic offerings.

Wise-Ware closed in March when the International Business Machines Corporation decided not to renew its contract with the

For information about submitting software to Chariot, contact the distributor at 659 India Street, San Diego 92103; (800) 800-4540 or (619)

Information Technology



Alan Lomax: "Now, I can ask a thousand questions that have haunted me during the whole research and receive almost instantaneous answers."

A Folklorist's Material on More Than 400 Cultures to Be Available on a Multimedia 'Global Jukebox'

By REVERLY T. WATKINS

Thirty years ago. Alan Lomax began to study the relationship between the performing arts and aspects of folk culture. In the course of collecting materials for the project, the anthropologist amassed one of the most extensive ethnographic film and sound libraries in the world.

The holdings, which fill floor-to-ceiling shelves in a large room here at Hunter College, include more than 8,000 tapes and records of songs from the United States and Europe, 300,000 feet of film from Africa and Asia, and 200 hours of dance performances on videocussettes from the American South and Southwest.

Mr. Lomax, who is widely acknowledged today as the dean of American folklore, has written a dozen books based on the project, but much of his work has gone unpublished because of the time needed to cull the massive amounts of data. Many scholarly questions-his own and those of colleagues-have gone unan-

Soon, however, the collection will be available on a computer system called "Global Jukebox." The multimedia system will contain sound recordings and filmed and taped performances selected from more than 400 cultures. It will allow researchers to trace the migration of music er and create charts and graphs showing correlations among performance styles and cultural traits.

'The Evolution of Culture'

"The 'Global Jukebox' has the evolution of culture in it. The whole range of the human species from the Bushman to Broadway entertainers find their voice and their place here," says Mr. Lomax, a research associate in anthropology and director of the Association for Cultural Equity at Hunter's Voorhees campus.

Although it is still incomplete, "Global

Jukebox" is already proving valuable. "For years, I have painfully edited films and tapes illustrative of the project's findings," Mr. Lomax says, "Now, I can ask a thousand questions that have haunted me during the whole research and receive almost Instantaneous answers."

"Global Jukebox" caps a lifetime of research on native performing arts for the anthropologist, who credits his father, John A. Lomax, for his early interest in the field. In 1933, during the Great Depression, the two crossed the country in a Model A Ford to record songs by local performers. The younger Mr. Lomax-he was 18 years old at the time-operated the first battery-powered portable recorder, a cumbersome machine that weighed about 500

"The first records were four minutes. and that was it," Mr. Lomax remembers. The two returned from that trip, inwhich they visited Southern churches. Continued on Following Page



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The Learning Society: Beam Me Up, Scotty!

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.

Gifford's Log-Star Date 1992.5: As every "Star Trek" fan knows, a great reason to convert something from one form to another is to transport it quickly. That's certainly a plus if you're a starship captain anxious to elude hostile Klingons. And as it turns out, it's also an advantage if you're an educator eager to move toward the next generation of learning systems.

We're not yet at the point where we can convert William Shamer himself into electronic impulses and transport him over a fiber-optic network. But we can take his video image-including full motion, color, and sound-encode (or digitize) it in the form of millions of information bits, store it in a computer file, and then beam it over a network for viewing or editing by many computer users.

I'm very excited about this development, because today's great advance in educational technology is not the "invention" of multimedia. After all, teachers have been showing filmstrips, movies, and TV shows to students for decades. The real breakthrough is the ability to digitize analtimedia programs and then deliver them over a network. My last column talked about digitized video. In this column, I want to tell you more about networked video—digitized video that's available on a network.

Networked video can personalize our "mass" media. In the past, students were passive audiences for multimedia presentations delivered to large groups all at once. We could pull our chairs closer to the TV propped on the teacher's desk to watch "Mr. Wizard," but we couldn't try an experiment along with him, compare our results with his, or interrupt him to ask questions. We could turn up the volume or adjust the contrast, but we couldn't tune the lesson to our comprehension level or regulate the pace.

Digitized video opened up exciting possibilities for interactive multimedia. But to make digitized video practical for instructional purposes, we needed an efficient way to deliver it to students at individual workstations, where they can control the pace, sequence, level of difficulty, and amount of practice that they want in each area,

We now have that capability. We can store digitized video on a database, making it available to many users over a local-area network.

It sounds simple enough—but getting to this point was anything but easy. Video images are notorious "bit guzzlers." When you conven a video clip to electronic impulses, you're actually encoding information about the rapidly changing matrices of dots, called pixels, that create video images. You also have to encode material in other formats (sound, graphics, animation) that may accompany the video. It's a daunting process: Each minute of digitized video represents a huge repository of data.

To send these vast quantities of information from one computer to another, technologists have had to make great leaps in the science of compressing and transmitting data. New compression techniques allow us to bundle video data in efficient packets that can be sent across a network much more rapidly. And new fiber-optic networks allow much faster transmission than copper wire. By sending data over a fiber-optic network at the rate of a gigabyte per second—that's a billion bytes per second—one hour of video can be transmitted in just five seconds.

These advances will soon take networked video out of the realm of science fiction and into the realm of the classroom-or wherever workstations are installed. Because each student stores his or her own "copy" of the program, it can be constantly adjusted to meet individual needs. In fact, the program will be capable of doing its own adjusting. Whereas today's programs tend to be reactive—responding to users' commands or preferences—the next generation of learning systems will take the initiative, behaving more like a tutor.

In practical terms, this interaction means that no matter where you are in the program, expert help—in the form of on-screen video presentations—will be only a click away. And if you don't realize that you need help, the program will prompt you in a way that is specific and nonthreatening.

Say, for example, that you're simulating the dissection of a guinea pig in a multimedia biology "lab." You've just used the computer "scalpel" to excise the liver instead of the stomach. A modern-day Ms. Wizard might appear in a window on the screen, explaining your mistake, showing you where the stomach is located, and comparing the two organs' features.

Or you might 'direct' a performance of Romeo and Juliei, gaining new insight into a character's impact by changing an entrance or an exit, or editing the character out of a scene altogether. ("Wherefore art thou?" could take on a whole new meaning!) An on-screen coach might be available to comment on the character's significance, or analyze the consequences of a staging decision.

Thanks to networked video, learning systems will soon be available that will allow students to work on their own, doing the kind of practice or experimentation that often consumes too many class hours. This may free teachers to spend more time helping students grapple not so much with the quantity of information as with the meaning of information.

That's about all I have to say for now, so I'll take my leave until next time. Beam me up, Scottyl



Films and recordings of song and dance performances from cultures around the world make up the multimedia "Global Jukebox." Above, an Indonesian dancer.

A 'Global Jukebox' Offers Material From 400 Cultures

tory and folk performances: Their recordings became the basis of the Archive of American Folk Song at the Library of Congress. Today, the archive contains 30,000 field recordings made by Alan Lomax.

In 1962, when he became director of the Cross-Cultural Survey of Expressive Style, a project sponsored by Columbia University's Department of Anthropology, Mr. Lomax began a search for a scientific way to describe sound and

"Much research had been done on texts and scores—music and dance notations-but no technique existed for analyzing and comparing performance styles," he says. "The challenge was to understand the relation of non-verbal communication patterns to other aspects of culture and to develop a method to unlock the information stored in field recordings and ethnographic

4,000 Songs and 700 Dances

Mr. Lomax and Victor Grauer, a musicologist, developed a system they called Cantometrics to describe sound. The system includes 37 measures, such as melody, rhythm, tempo, and volume, that characterize the main elements in all human song. Later, Mr. Lomax Choreometrics, to describe move-search through those stacks.

duced a point-by-point description hunt for us." based on the 37 measures.

Using Columbia's mainframe Exploring 'Human Songs' computer, Mr. Lomax and Mr. Grauer compared their measures for sound and movement with measures for the economic, social, and political features of native cultures, which had been careful.

players. The system is based see that their past goes out on "HyperCard," a data-manage beginnings of civilization will make

Continued From Preceding Page who compiled the Ethnographic cards. A "MacRecorder" digitizes plantations, and prisons, with the Atlas. The comparison demonnation's first collection of oral his- strated clearly that performance styles are related to other aspects of native culture,

> "When we got the computer to compare his profiles to our profiles." Mr. Lomax says of Mr. Murdock's measures, "we saw that we had a taxonomy that matched the taxonomy of Murdock. So we knew we were onto something."

After the computer compared the profiles, he says, "it clustered them into families, mapping worldculture areas.'

"Essentially," he adds, "we found 10 regional song traditions, accounting for the majority of world-song styles."

Although Columbia's role in the world-cultural survey concluded in 1982, Mr. Lomax has continued to collect ethnographic materials. In 1989, he joined Hunter College of the City University of New York and established the Association for Cultural Equity to give others ac- box" so it would be available to cess to the results of his research. Mr. Lomax sees "Global Jukebox," which makes his data available on a desktop computer, as the

first step toward that goal. The Columbia project produced 200 volumes of computer print- the performing arts, and other topouts, which are now stacked in Mr. ics. "It can interest students in Lomax's laboratory at Hunter. where everybody is, who every Each time he wants to write an arti-body is, and what happened to system, called cle or book, he says, he has to

"Today, we have on computer in To test the systems, Mr. Lomax prototype this whole experiment," says, musicologists selected 4,000 he says. "This is the world's most songs and 700 dances. They anabeautiful way to study correlalyzed each performance and pro-

"Global Jukebox" is being developed on an Apple Macintosh Ilex with CD-ROM and videodisk players. The system is based tures, which had been established by the late George Peter Murdock by the late George Peter Murdock by the late George Peter Murdock, tion is arranged in "stacks" like

songs, which are then edited for inclusion in the system.

Mr. Lomax has selected 4,000 songs and 1,000 dances from a representative sample of cultures to include in the system's data base. "We can get between 400 and 500 songs on compact disks and 300 to 400 dances on double-sided videodisks," he says. Right now, the prototype includes about 200 musical examples and 100 dances.

"We have stored enough performances to demonstrate the main features of the finished 'Jukebox," " he says. "It lets a listener explore the main regions of human song, see their distinctive characteristics, and get an overview of music and dance in cultural set-

'A Delightful Pastime'

Early this year, the National Science Foundation gave the association a two-year grant of almost \$1million to complete "Global Jukeacademic institutions, museums, schools, and libraries.

Mr. Lomax says that "Global Jukebox" could be used for research and for teaching cultural anthropology, geography, linguistics, them." he continues. "It can the teaching of human geography into a delightful pastime.'

Mr. Lomax says he hopes "Global Jukebox" will encourage people of all races to preserve their cultures by showing them that their roots are deep in the past.

"An African American can discover the age-old African roots of his music, or a Kentucky mountaineer can trace his ballads back to Northwest Europe," he says, "To see that their past goes back to the

LIBRARIES

■ Data base will offer text and graphics from chemical journals

■ Librarians are said to use internet mostly for electronic mail

■ 3 colleges share their library catalogs on one compact disk

chemistry professors and students at Cornell University will start testing an experimental computer data base containing both full text and graphics from

chemical journals.

The Online Computer Library Center, which is developing an interface for the data base, has installed a prototype with 8,000 articles in Cornell's Albert R. Mann Library. The center expects to have a "shake-down" system of 12,000 articles with equations and tables, representing one year of publication for each journal, ready w mid-June, according to Stuart Veibel, a senior research specialist at OCLC.

"Our goal is an electronic-library facility that will bring up a large corpus of scholarly journals in electronic form so the faculty can have access to them from their desktops," he says. "This will be a model for putting up journal intor-

The data base, a product of the Chemical On-Line Retrieval Experiment, or CORE, is a collaborative venture of the American Chemical Society and Chemical Abstracts Inc., which are providing the journals in electronic format; Bellcore Inc., which is conducting research on interfaces; and Cornell and ocuc.

When it is finished, probably next fall, the data base will include the contents of 20 publications dating to 1982, or nearly 250 journals per year, says Mr. Weibel. "Within the next three to four months. we want to work out the bugs and learn how faculty members and students use the data base and what other facilities they need."

Although the data base was developed on Sun workstations, it should run on any system, Mr. Weibel says.

For more information, contact Mr. Weibel, Online Computer Library Center, 6565 Frantz Road, Dublin, Ohio 43017; (614) 764-6081; STU@RSCH.OCLC.ORG.

Special librarians use the Internet for electronic mail more than for anything else.

A report, published last month on the network, said 93 per cent of librarians carried on individual conversations on the network. while 60 per cent participated in discussion groups. Fewer than 40 per cent searched remote data ases, such as library catalogs, or sent files back and forth.

"It's the human-human linkages that are important," wrote the re-^{port's} authors, Sharyn J. Ladner, business librarian at the University of Miami, and Hope N. Tillman, lirector of libraries at Babson Col-

The report, called "How Special Librarians Really Use the Internet," is based on information from a questionnaire completed last year by 54 librarians who responded to a request for participants on

Beginning next month, Bitnet and the Internet. About 65 isolated in the workplace-the per cent were academic librarians, only one in their subject specialand 59 per cent of those worked in ty," the report said. "Time and science and technology collec-

> "The participants in our study tell us something that we may have forgotten in our infatuation with the new forms of information made available through the Internet, and that is their need for community." the authors wrote.

time again, our respondents expressed this need to talk to someone-to learn what is going on in their profession, to bounce ideas off others, to obtain information

from people, not muchines."

For more information on findings from the survey, contact Ms. "Special librarians tend to be University of Miami, University tion," says Frederick Visel, dean 2518. —BLVERLY I. WALKINS

MEIR MIAME EDU. In an effort to save money, three small liberal-arts colleges

in Illinois are making their li-

brary catalogs available to each

other on a single compact disk. The colleges—Black Hawk, Carl Sandburg, and Spoon River-are converting their paper records to machine-readable format. At the end of June, when the conversion should be complete, the catalogs will be combined on a CD-ROM. The records will be available to the public in the colleges' libraries.

"Individually, we don't have a Ladner, Otto G. Richter Library, lot of money or a lot of popula-

Station, Coral Gables, 1-la. 33124; of library-resource services at Carl Sandburg College, "We thought if (305) 284-4067; SLADNI RØCUMIAwe three worked together, we could make our dollars go farther."

Mr. Visel says many colleges incur telecommunications charges when they use electronic networks to search catalogs at other institutions. The Illinois colleges will avoid such charges because the compact disk will not be on line.

Users will search their own college's catalog first, says Mr. Visel. If a book or journal is not there. then they will search the other cutalogs. Materials will be available by interlibrary loan.

For more information, contact Mr. Visel, Carl Sandburg College, 2232 South Lake Storey Road. Galesburg, Ill. 61401; (390) 344-

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Philosophy. "Locke: An Essay Con-cerning Human Understanding," for

patibles. Contains John Locke's philosophical texts in ast II format; \$95; site licenses available. Cantact: Electronic Publishing, Oxford University Press, 20ti Madison Avenue, New York 10016; (212) 679-7300, ext. 7370.

Statistics. "Imputation Module for ostids IV." for IBM minicomputers and mainframes. Provides complex sam-pling and imputation tools for medium and large data sets in an integrated data-management system; \$500. Contuer: Institute for Social Research, University of Michigan, Box 1248, Ann Arbor, Mich. 48106; (313) 764-

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OPTIÇAL DISKS

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for annual update. Contact: SilverPlatter Information Inc., 100 River Ridge Drive, Norwood, Mass. 02062-5026; (800) 343-0064 or (617) 769-2599. Medicine. "Histology of the Gastroin-testinal System," for videodisk play ers used with IBM PC and compatible "Part One: The Gastrointestinal Tract From Mouth to Anus" takes students through the GI tract; includes mucosa, submucosa, muscularis externa, and the outermost layer; "Part Two: The Accessory Glands" takes students through the histology of the accessory glands in the GI tract, including liver, pancreas, and salivary glands; \$910 cach for members; \$1,300 each for others. Contact: Health Sciences Consortium, 201 Silver Cedar Court. Chapel Hill, N.C. 27514-1517; (919) 942-8731.

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Section 2

May 13, 1992

OPINION

Combatting Intentional Bigotry and Inadvertently Racist Acts

By Fletcher A. Blanchard THAT YOU SAY about racial discrimination matters: Your vocal opinions affect what others think and say. A series of experiments that I and my students and colleagues conducted demonstrate that racial prejudice is much more malleable than many researchers, policy makers, and educational leaders believe. In the wake of the verdict in the case of four Los Angeles policemen accused of beating Rodney King and the violence that followed it, the search for ways to lessen the devastating consequences of racism in America has intensified. If we understand that simply overhearing others condemn or condone racial harassment dramatically affects people's reactions to racism, we may be able to help find solutions to tensions and bigotry-both on campuses and in the larger society. In the experiments we conducted, the

first two of which are described in an arti-

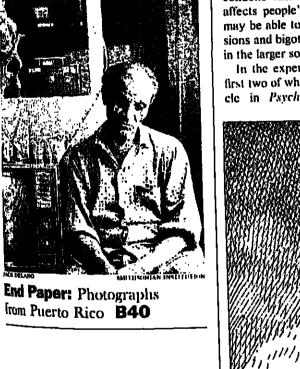
1991), we briefly interviewed students as they walked between classes. In some portions of the experiment, the interviewer also stopped a second person, ostensibly another student but in reality a member of the research team, who offered her programmed opinions first. After hearing someone else condemn racism, college students expressed anti-racist sentiments much more strongly than those who heard someone express equivocal views. However, students who first heard someone condone racism then voiced views that reflected strong acceptance of racism.

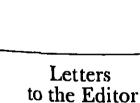
HE LARGE DIFFERENCES that We observed appeared both when research participants spoke their views publicly and when we measured their opinions more amonymously by asking them to complete a questionnaire and return it to the researcher in a sealed envelope. The elasticity of privately held views

of knowledge about the nature of racism and uncertainty about how institutions and individuals might appropriately respond to expressions of racism.

SUSPECT that one of the reasons that opinions about racism are so easily influenced derives from the high level of racial segregation that still characterizes contemporary American society. Indeed, one wonders just how much people's ignorance about racism and lack of contact with other races contributed to the verdict in the King case. Although a recent survey by People for the American Way indicated that many young Americans say they have a friend of another race, most still know little about other racial and ethnic

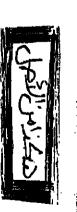
Public-opinion polls over the last several decades portray largely favorable trends regarding whites' attitudes toward African Americans, but those attitudes and opin-Continued on Following Page

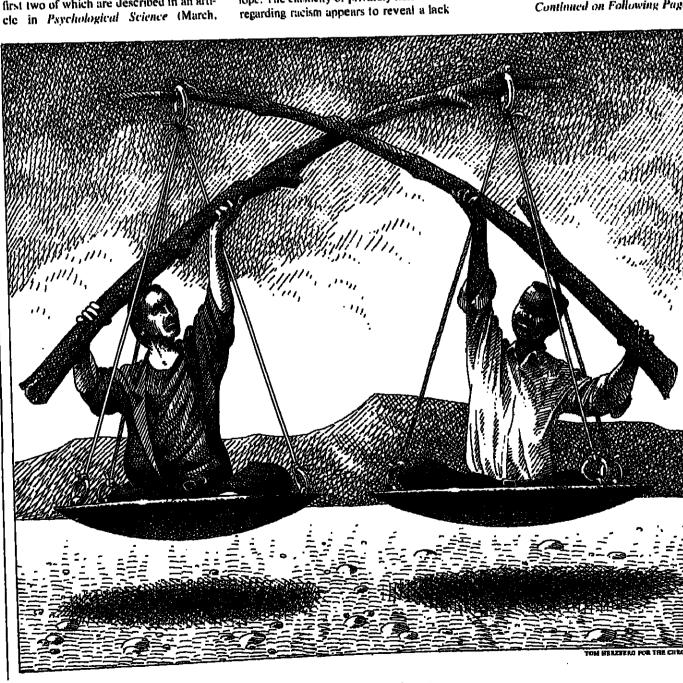




Bulletin Board

B3-4





Combatting Intentional Bigotry and Inadvertently Racist Acts

Continued From Preceding Page ions derive from little direct experience. Few white college students have grown up in integrated neighborhoods, attended schools with integrated classrooms, or observed their parents interact in a friendly manner with people of color.

Even fewer of the white students entering college today have had the chance to learn from black teachers, work for black employers, or participate in voluntary activities and organizations where the adult leaders, coaches, or advisers were black. America's campuses constitute the first multiracial social setting encountered by many young people.

As a result, few of the many whites who have reached an honest commitment to egalitarian values have had the opportunity to acquire the full range of interpersonal skills, sensibilities, and knowledge that might allow them to fulfill that commitment. Few, for example, have vicariously experienced the pain felt by a friend who has suffered racial harassment. Few have discovered the ways that everyday language may communicate disrespect for a particular group. Thus the elasticity of reactions to racism appears to reflect the uncertainty that the inexperienced, but wellintentioned, bring to their first interracial setting.

I.THOUGH there has been an alarming increase in racial harassment on (ampuses and in society at large, the results of opinion polls showing a trend toward more egalitarian racial attitudes among Americans make it difficult to attribute the racist attacks to any increase in racial prejudice among the many. Instead, much of the harassment should be understood to represent open hostility expressed by the strongly prejudiced few. Efforts to reduce racial harassment and enhance tolerance must acknowledge the many who are naïve, inexperienced, and often well intentioned, on the one hand, and the few who are genuinely mean spirited, on the other. Strategies that are effective for one group may be less so for the other.

Many colleges and universities are responding to the current wave of racist attacks by creating policies that attempt to define and regulate racial harassment. However, none of the new codes of conduct acknowledges the important differences between the intentional behavior of the committed bigot and the inadvertent behavior of the profoundly inexperienced.

The least controversial variety of code, nimed squarely at the committed bigot, borrows language from federal and state civil-rights statutes and anti-harassment

THE CHRONICLE OF HIGHER EDUCATION

regulations. By narrowly framing the boundaries of unacceptable behavior, this approach provides a basis for punishing some behavior of the mean-spirited few.

T NFORTUNATELY, the federal and state regulations that define and bar racial harassment are neither as articulate nor as encompassing as those governing sexual harassment. Until state and federal rules barring racial harassment recognize how seemingly less-odious behaviors can accumulate to produce an atmosphere of intimidation, codes of conduct that rely on them will restrain only the most flagrant forms of attack.

A second approach to regulating racial harassment, aimed squarely at the wellintentioned many, consists of urging civility. Instead of defining the limits of impropriety and barring behavior that oversteps those bounds, civility codes encourage general tolerance and acceptance, leaving it to administrators and adjudicating bodies to apply the rules to particular instances of unacceptable behavior.

These policies rarely offer the specific

tention. Some of the opposition has been raised by those who would safeguard the use of racial epithets under the guise of defending First Amendment freedoms. Other opponents have resorted to ridicule and name calling, perhaps to avoid acknowledging the prevalence of racial harassment and bias in our society. The principled portions of the discussion undoubtedly have enhanced both our understanding of the boundaries of free speech

The principal virtue of all of the codes 1 have outlined is that each encourages consensus regarding proper conduct. It is this consensus-the shared sense of what is right and what is wrong-that steers social behavior much more effectively than mere rules and regulations. Articulate codes that are widely distributed and discussed can contribute to a consensus that rejects big-

and of the causes of contemporary racism.

No one of these three strategies for regulating racism is complete, however. The most effective policies must combine elements of all three approaches. The best policies must proscribe illegal racial har-

"Programs that foster the early formation of strong interracial friendships will contribute most to

intergroup understanding.

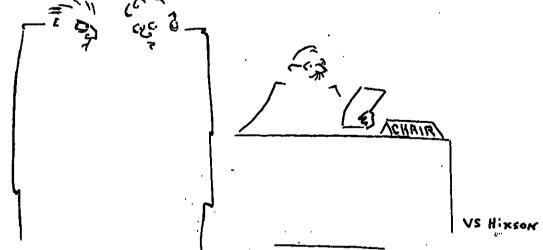


guidance required by those inexperienced with racism. Little controversy follows the promulgation of such codes. Rather, it more often attends their application to particular instances of objectionable behavior-behavior that falls somewhere between civility and clearly illegal harass-

A third variety of code attempts to define and forbid a much broader range of impropriety than currently is addressed by federal and most state regulations. The prohibitions often embrace both the intentional behavior of the committed bigot and the careless behavior of those inexperienced with interracial contacts. Althoughboth classes of behavior cause harm, the new policies fail to acknowledge the different motivations of the actors, and thus the need for different remedies.

Most important, it is difficult to write such codes so that they enhance freedom from discrimination but also preserve the broader freedom of speech. These are the policies that have generated the most interesting debate and the most belligerent contolerable in humane society.

Other forms of attention to the discriminatory consequences of behavior are required if colleges and universities are to become the sort of educational settings where everyone can thrive. The fact that people of color often find themselves numerically underrepresented in academic institutions exaggerates the discomfort and pain that arise out of insensitive acts.



"Ask him for it now. He just got the funds for the academic year. and he's still under the illusion that we'll come out ahead."

assment, thereby providing punishment for the mean-spirited few, as well as prescribe expectations for tolerance and respect, thereby providing guidance for the inexperienced many. The best policies also will step beyond the boundaries of current statutes, recognizing, for example, that racial epithets directed at individuals are in-

y linking codes of conduct with statements of academic mission, effective policies signal a strong institutional commitment to the protection of civil rights. Yet no code of conduct, no matter how comprehensively it is framed, can create by itself the sort of accepting and respectful communities that we need.

> safe havens. insulate targets of harassment from the most devastating consequences of anony mous racist attacks and exaggerated feel ings of isolation. Such friendships also will provide the basis for the sort of internacial learning that has been absent from the experience of many who enter college to

> > led to regulations banning smoking in public places, a broad consensus that escheme bigotry surely can reduce the display intentional bias and inadvertent discrim natory behavior on campuses. Our research suggests that no one need wait for administrators to take the lead. Each of us can influence each other b) criticizing the willful bigotry of the mean spirited few and gently guiding the wellintentioned efforts of the inexperience

LETTERS TO THE EDITOR

OPINION

Consider an organization in which love

diced and have adopted a genuine commit-

ment to egalitarian values. If each of those

well-intentioned whites makes only one in-

sensitive "mistake" a month, the one

black target of the nine naïve whites would

experience, on average, some hurtful and

The well-intentioned white is aware of

only one insensitive event over the last

month-if, in fact, he or she has been

informed of that lapse. But the personal

experience of the person of color re-

flects a high rate of discriminatory behav-

ior. Reduce the proportion of African

Americans or add an intentional racist and

the resulting setting becomes even more

intolerable. This imbalance in perceptions

of the rate of discrimination and insensity

Until college students bring with them

from high school more extensive experi-

ence with interracial interaction, massive

commitments to remedial education and

training will be required to reduce the mar

of unintentional harm caused by these "in-

terracially incompetent" people. I suspect

that the best educational techniques will

take advantage of the positive motivation

to "do the right thing" that characterizes

most entering students-by emphasizing

vivid and concrete examples of the hutful

and harmful behavior of the naïve. One-

shot "workshops" presented during first-

year orientation probably will not be suff-

cient. Rather, activities or programs that

foster the early formation of strong intera-

cial friendships will contribute most to in

maintain havens for minority students that

protect them from intentional harassment

and naïve disrespect, including cultural

centers and organizations for particular

minority groups. By also introducing pro-

grams and activities that foster formation

of strong interracial friendships, it may be

possible, over time, to reduce the need for

It is solid interracial friendships that help

The research that I described at the out

set suggests that each of us can affect oth-

ers' concern for eliminating racism by tak-

ing strong public stands condemning bigot

ry on campuses. Just as anti-smoking

attitudes among non-smokers eventual

TNTH, inexperienced students mas

ter the behaviors that reflect their

egalitarian commitments, we must

tergroup understanding.

ity exacerbates the potential for misunda

standing.

isolating behavior every third day.

cent of the people are black and 90 percer are white. Imagine a department of that The Politicization' of the Humanities Endowment organization in which 10 people work, nine of whom are white and one of whom is TO THE EDITOR: icized education with their thought-less ideology, look around you, clos-strong, unanimous praise from their black. Imagine further that all nine of the whites perceive themselves to be unpreju-

cle on the politicization of the National Endowment for the Humaniles correctly ("Chairman of Humanities Fund Has Politicized Grants Process, Critics Charge, April 221? One scholar complained of teing turned down because, after senous deliberation, four of five peer pacelists refused to put his proposal in the highest category. (When abandotted by your peers, cry "politics.") Another person "suspects that declosy played a role" in the rejection of her application when only two of the five panelists who reviewed her proposal gave it top grades. (Yep,

politics for sure!) the lament that their proposals were reviewed by panels containing scholars who didn't go along with the poli-For all the talk about "diversity" would prefer not to see it on peer

Give us a break! I worked at the endowment for seven years and was is acting chairman for almost a year and a half. During that time, given the money at our disposal, in many programs we could fund only those gants that received the highest ratings all around. To dip down lower would have meant cutting out projexts that everyone, unanimously, thought were excellent. Sure, people conveniently cried politics when they were rejected, and those of us in executive positions were called evtrything from fascists to commutists, depending on the ideology of the proposer. I'm sorry to see that, in redemic life, nothing has changed.

Nonetheless, I think the record should show that equality reigns all wound. We recently put in a proposalto work with high-school teachers on classics of Western literature. It was rejected. Why? You guessed it cording to one reviewer we didn't spend enough time discussing the merits of contemporary literary theory and our authors were preponder-Inflymale and European, So maybe I hould accuse the endowment of left-

Allow me to suggest to my colleagues in the academy that if you want to pick on those who have polit-

'plants," and, most alarmingly, of

what former NEH staffers call Lynne

V. Chency's "reputation for seeking

to punish those who disagree with

her publicly." But not until The

Chronicle compiled its evidence of

most of the scholarly community

have reason to believe that those re-

"It's a completely integrated workstation—imaging, graphics, sound,

and over here on the side, a microwave oven."

TO THE EDITOR: Stephen Burd is to be congratulated for his chilling account of the Stalinization of the National Endowment for the Humanities. Many liberal acudemics have heard these reports-of blacklisted scholars whose names cannot appear on grant applications, of peer-review panels whose recommendations have

And are we asked to take seriously ics of the proposers? Astounding! these days, I guess our colleagues

ports may be all too true. It is clear that the Bush Administration's increasingly conservative constituency is very happy with Ms. Chency's strong-arm tactics; as The Chronicle notes, Irving Kristol, neoconservativism's prime mover-andshaker, is now proposing that Chency be appointed to head the National Endowment for the Arts, as well. Should this happen, we can be sure that the federal government will eventually fund no art or scholarship that does not meet the approval of Pat Buchanan, Sen. Jesse Helms, or Donald Wildmon, The question is whether we want the NEH and NEA to he legitimate granting agencies or two more funding-und-enforcement wings of America's conservative

moral guardians. Ms. Chency has treated the NEH as George Bush has treated the federal judiciary—as a political plum to be nwarded to loyal supporters, GOP financiers, friends, and cronies. The reports cited in The Chronicle's exposé are clearly worthy of Congressional investigation. In the meantime, liberal and non-partisan American scholars should be concerned that they may be wasting their time serving as peer reviewers for NEH proposals. If scholars like the Rev.

Joseph A. Appleyard and William H.

entire process of peer review is being undermined at the NEH. No serious scholar should approve of such a state of affairs; no democracy should

Scholars in the humanities-liber-, conservative, and unaligned who have a sincere interest in the federal government's role in the arts and humanities should demand that the NEH explain itself without delay. either to the community of scholars ate Committee on Labor and Human MICHAEL BÉRUBÉ

political corruption at the NEH did TO THE EDITOR:

Stephen Burd . . . refers to my participation in the peer-review process of Professor Jerome B. Karabel's proposal in 1989 at the National Endownent for the Humanities' Interpretive Research Division.

I did take serious intellectual and scholarly issue with Professor Karabel's proposal. However, his assertions of a conflict of interest are without foundation. They do raise a novel definition of the term, namely that any applicant for an academic position who is not offered that position or not placed on a short list should not be permitted to evaluate grant proposals by members of departments to which the unsuccessful application was made. Such a restriction should logically

be extended to mean that anyone who has not received an offer from a department in which an applicant is working, at any time at all, should not be permitted to evaluate the grant applications of that applicant. Conversely, only scholars who have either never applied to a department in which a grant applicant works, or who have applied and been offered a position in which the applicant was working at the time, should be permitted to evaluate the applicant's

This definition of conflict of interest would eliminate a huge number of potential scholars as evaluators, in-

field of potential evaluators is not presumably the direction in which advocates of diversity and anti-clit-

In this particular case, Professor projects torpedoed by one of Chescholarly judgment as a conflict of tianity. ney's hand-picked panelists, then the interest. If there was a conflict of interest, it was between, on the one hand, my interest as a non-tenured scholar in offering a positive assessment of the proposal of a tenured and influential scholar, and, on the other, my belief that the proposal was flawed. I stuck by my intellectual convictions against my immediate

professional interest. In fact, the process of peer review at the NEH is a public, not a confidential, one. Applicants can use the Fedbeen subverted by ultraconservative in American education or to the Seneral Register to find the names of panelists and the Freedom of Information Act to acquire relevant documentation. Even when decisions are easy and panelists are ununimous, the overwhelming percentage of applications will be rejected.

Scholars who do not have tenure, and/or do not want to antagonize powerful members of their own discipline should consider the risks of professional retaliation they run when they agree to be NEH panelists. Panels composed only of tenured faculty may defend professional orthodoxies rather than critically evaluate proposals from within the ranks, while non-tenured panelists may be tempted into intellectual corruption by seeking to reward senior members of their own disciplines. Ultimately, the integrity of individual scholars is essential for resolving sometimes conflicting demands for democratization of peer review and scholarly autonomy of reviewers.

It was my judgments, not my interests, which angered Professor Karabel. Had I to do it over again, I would make the same judgments.

JEFFREY HERF Research Fellow German Historical Institute

Questioning the nature of 'independent thought'

TO THE EDITOR: In his attack on multiculturalism in the April 8 Opinion piece ("Politics and Liberal Education"). Cornell W. Clayton writes: "Many non-Western and traditional cultures would object to these traits [critical thinking and intellectual independence). The hallmark of an educated person in such cultures might be the mastery of a sacred text, familiarity with an oral tradition, or establishment of an inner relationship with one's creator. Only a handful of societies, most of them Western, prize critical and in-

dependent thought." Beyond the wishful thinking inherent in such a statement (try selling it nocentrism it displays do nothing if poor instruction. not provide justification for multicultural education. What does he mean by critical and independent thought? Only that thought possessed by educated elites in liberal democracies.

If we look at societies that encourage not just independent thought but ment faculty. independent action, then many non-Western societies fare far better than Western societies. Tolerance of difference is a hallmark of many non-Western societies. Even an independent thinker and historical actor like Roger Williams praised the Pequot and Narragansett Indians for

cluding scholars in the same field their "modest Religious perswasion highly qualified to evaluate work in not to disturb any man, either themthe field. . . . Such a restriction of the selves English, Dutch, or any in their Conscience, and worship. . . .

Unfortunately, this was a modesty Williams did not share, as one of his ism would like to see the NEH move. major life ambitions was to persuade Native Americans of the evil of their JOHN AGRESTO Outside reviewers, only to have their Karabel presents a difference of religion and convert them to Chris-

In a type of hypocrisy fundamental to Western civilization, Clayton tol-



erates independent thought only when it advances the interests of liberal democracy. This "critical thinker" evaluates non-Western societies from the biased perspective of modern liberalism and concludes that they are "illiberal."

This is the kind of "critical and independent thought" he would have control college curricula?

THOMAS ZITT Graduute Follow in American Culture Studies Bowling Green State University Bowling Green, Ohio

Faculty productivity: a matter of perspective

Your front-page story ("Colleges Face New Pressure to Increase Faculty Productivity." April 15) is right on. As a college instructor for 12 years, 10 of them as adjunct faculty, l totally agree: More pressure on college faculty is definitely needed.

I've taught as many as eight classes in a semester, never less than three, as a part-timer with no benefits and low pay to boot. It irks me considerably to see tenured professors teaching three or fewer classes, and then, often complaining about teaching. It irks me to see tenured teachers do such abysmal work in the classroom, then turn around and get published, using research as the excuse for poor instruction and higher pay.

I recently had a university professor proclaim that "research informs to Socrates, Galileo, and Malcolm teaching." Poppycock! From my ob-X), the incredible ignorance and eth-

Get the poor teachers profession. Let's have:

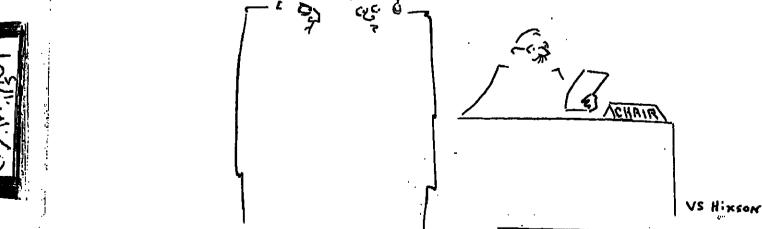
1. Tenured faculty reviewed annually, more for teaching effectiveness, less for articles published. 2. Regular classroom review of all

college instructors by non-depart-

3. A minimum four courses per semester assigned to tenured faculty. three for non-tenured.

4. Periodic refresher courses in methods of teaching for all tenured

professors regardless of evaluations. It is hardly surprising to this ob-Continued on Following Page



Fleicher A. Blanchard is a professor b psychology at Smith College.

Letters to the Editor

Continued From Preceding Page server that "no solid data appear to exist on trends in workloads." Too many college faculty like the lifestyle, not teaching; why make

If these sentiments are too strong for the more empirically minded teaching brethren, perhaps more "value added" lawsuits by former students would add impetus. Let's rid the profession of inept performers who hide behind research, dislike teaching, but are able to get by with

Signed by a teacher, first, always, and proud to be, and with evaluations to prove it! BOR TORIA Doctoral Student in Comm

TO THE EDITOR:

The article . . . on pressures to increase faculty productivity is disturbing not so much for the very real concerns of state legislators as for the lame responses given by university administrators. Apparently, our universities are ensuarled in a set of 19th-century categories in which teaching, research, and public service . . . are seen as making discrete and incompatible demands on faculty

We need to break out of these outmoded categories and to create universities that are learning institutions. Instead of responding to legislators by increasing the number of contact hours or unit loads, or by "formal, ongoing monitoring" of faculty activities, we should be transforming our institutions into places where everyone learns. Why can we not have more undergraduate participation in ongoing research and service activities? Why can't we send our sociology students into the community to find out about housing conditions of the poor? Why can't we send our biology students into private research and development laboratories? Why can't we send our business students into the world of business? Why can't we send our literature students to read poetry aloud at public libraries? Why can't we send ethics students to hospices? Why can't our history students write histories of their communities? . . . Why can't we develop new and creative ways to make learning a lifelong activity for everyone rather than one that is confined behind the walls of the acade-

In short, why can't we cradicate

the notion that learning is only about taking classes? The classroom is probably the worst environment for learning most of what students need to prepare themselves for the 21st century. It gives people the erroneous idea that learning stops when degrees are conferred. Worse yet, it focuses on learning about what has already been done, rather than what needs to be done; about learning passively about what has been done, rather than learning actively about creating the future.

Furthermore, why can't our universities be institutions that learn? Must we be bound by an outmoded organizational structure that is backward looking? We, who should be in the forefront of institutional change, are hogged down in the quagmire of institutional rigidity, of hurdening of the categories. Perhaps the pressure from state legislators and the universally tight budgets faced by public and private universities will be the catalyst needed to achieve real

If not, I fear that our universities

will be overwhelmed by bureaucratic rules and absurd accounting systems that focus on the measure of productivity rather than its substance. Then we shall not even be worthy of the caricature painted by Umberto Eco (Travels in Hyperreality: Essays): "Nothing more closely resembles a monastery (lost in the countryside, walled, flanked by alien, barbarian hordes, inhabited by monks who have nothing to do with the world and devote themselves to their private researches) than an American university campus.'

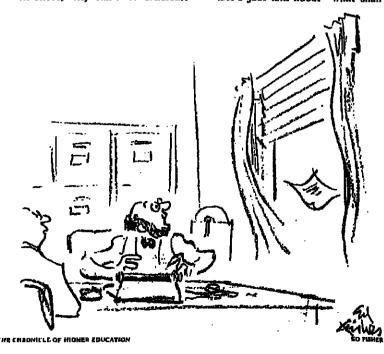
LAWRENCE BUSCH

TO THE EDITOR:

All of the incredible guff we're hearing lately about "faculty productivity" has finally gotten to me. . . . The truth is, it's a non-issue, and I'm including The Chronicle—has, plainly and publicly, said so.

Pirst, by no means all teaching takes place in a classroom, and everyone who's ever done any college not worried about "billable hours." teaching knows it. Let's, for the moment, leave aside the issue of preparing to go into a classroom and teach, even though everyone who's ever done any teaching knows how much time that takes.

Let's just talk about—what shall



"Good God! My Doomsday scenario!"



"Don't quote me. Out of context it might sound a bit Camille Pagliaish."

midnight, with a call from a student who badly needed to talk through a problem; and we did that.) . . . Is that teaching? I think so. I also know that students' problems don't occur by the clock, and if they think it's important enough to call, then I wouldn't talk because it wasn't in "office

hours"!... I once spent more than half time for an entire academic year working with three students on their senior honors theses. I don't know how that would stack up on someone's index of productivity, but two of those students earned their degrees summa cum laude and one magna cum laude with highest department honors. They all turned out elegant, substantial pieces of work. Is this teaching? If it's not, we're all in deep trouble, because that's a lot of what profes-

The Chronicle quoted with what I felt was some skepticism an estimate that the average time college faculty spend in professional activities is about 45 to 50 hours weekly. So it should be: The professors with whom I'm acquainted spend 60-plus amazed that no one I've heard of- hours weekly on the average, every month of the year. We're not clock punchers, and we don't (like attorneys) keep time diaries divided into 10-minute intervals, because we're

> What professors do and what widget makers do just . . . ain't comparable. I've never-never-known a professor who went into the profession to make money. If making money's what you're into, and you go into professoring to do it, you're too

damned dumb to be a professor. . . . Perhaps Henry Rosovsky (whose signature, I recall, is on my doctoral liploma) is right: Maybe we've done a very poor job of explaining ourselves. And maybe I'm just naïve: I never thought there was anything to

PIERCE BARKER

National university is an outmoded idea

TO THE EDITOR:

Gov. Marlo M. Cuomo's "new idea" for the Presidential campaign-"a great national university" (Ways and Means, April 8)-is neither new nor original with the Gover-

It is very old idea and has never

we call it?--tutoring? consulting? American Universities. These 56 discussing? listening? talking on the great national universities—the envy phone with upset or desperate stu- of the world—have rendered the idea dents? (I've had my phone ring near of a capstone national university redundant and, in the current economic climate, an egregious waste of taxpayers' money. The idea of a national university

originated with George Washington, and it waxed and waned in the decades after his death. After the Civil be much of a teacher if I refused to War, however, the idea conlesced into a movement, championed by John W. Hoyt from 1869 until his death in 1912.... By the mid-1890's, Hoyt had put together a Committee of Four Hundred and claimed that cause they are subject to political management. the national university would now be financed by major philanthropic gifts rather than the public treasury. Support for the idea remained nominal rather than substantive, however.

> By 1898, Hoyt began working with the land-grant college association to sortium, Bryn Mawr was still a mensuggest a national postgraduate uni- ber of the marine-sciences comme versity, but, again, the idea met with tium. a tepid response.

Simply put, the idea of a capstone national university had outlived its usefulness. In the century following George Washington, the United States had given rise to a profusion of colleges, public and private. Indeed, the land-grant college presidents argued that their institutions had reified George Washington's national-university idea.

As one of them said in 1898: "Within these great national schools lies the germ of the national universi-. . . Here we have not one institution but a great number of similar institutions with oneness of purpose.'

The national-university idea suffered a mortal wound 90 years ago. In view of the growth and diversity of American higher education, and the unparalleled responsiveness of colleges and universities to new student particular assault. Men who assault constituencies, the idea deserves to

ROOER L. WILLIAMS

Jamestown College Bryn Mawr denies receipt of directed funds

TO THE EDITOR: Your April 15 article "College Projects That Received Congressional Earmarks" listed Bryn Mawr College as a recipient of directed federal money. Bryn Mawr College, in fact, has received none of the \$300,000 the U.S. Coast Guard gave for the New Jersey Marine Sciences Consortium o develop educational materials on fishing-vessel safety, nor has work been implemented for 56 very good been conducted on our campus, nor reasons: the U.S. research universiare we a subcontractor, nor are we ties that over time have been elected working with any business or governto membership in the Association of ment agency on this project.

Bryn Mawr College was a member of the New Jersey Marine Sciences Consortium for two years; we ended our membership in the fall of 1991 The college joined the consortium for two years to accommodate a junior faculty member (no longer at Bna Mawr) who wished to use the factties offered by the consortium in la course on oceanography.

We have no knowledge of, nor were we a part of, any request for earmarked funds. Indeed, Brya Mawr College has consistently and publicly stated our position that camarked funds are not appropriately

In October 1991, when President Bush signed into law the legislation providing the earmark for the con-

Women are not to blame for violence against them

TO THE EDITOR:

In the April 22 issue you stated that posters at Minmi University in 0xford, Ohio, intended to raise consciousness about sexual harassmen. instead may have caused an as sault" ("Posters detailing sexual asault bring backlash," In Brief). The posters did not cause the assault. Your statement is not only factually wrong, but also contributes, in however small a way, to the mispercep tion that women are to blame for men's violence against them.

The man who was so angry at the posters that he threatened a woman women are responsible for men's violence against women, not the wonen who fight back, whether through posters or in courts or by physical resistance. ELIZABETH LAMBERT Assistant Professor of Bugish Westfield State College Westfield, Mass.

> The large volume of letters to the editor of The Chronicle prompts this suggestion. Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle & Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a day time telephone number.

THE ARTS

OPINION

An AIDS Cantata That Is Part Hymn, Part Lullaby, Part Country Ballad

By Lawrence Biemiller

CLAREMONT, CAL. TOBODY WAS READY for what happened next," a member of the Los Angeles Gay Men's Chorus says in Roger Bourland and John Hall's new cantata. Hidden Legacies.

"People started getting sick, people started dying," says the man, in a spoken preface to the second movement. "Nobody knew why. But when they found that it was mostly gays, it didn't much matter."

Hidden Legacies is an account of almost everything that "happened next" in the first decade of AIDS-an account rendered in music by Mr. Bourland, who teaches composition at the University of California at Los Angeles, and in words by Mr. Hall, director of UCLA's opera and musical-comedy workshops. Part hymn, part lullaby, part country ballad, the seven-movement cantata tells of fear and courage, of hospital vigils and street protests, of bittersweet farewells and staying on alone. In the end, it also becomes a symbol of the chorus's continuing struggle to cope, artistically and emotionally, with an epidemic that has already taken 70 of its members.

The spoken remembrances, which Mr. Hail culled from chorus members and inserted between movements, are among a number of elements that set Hidden Legacies apart from less adventurous cantatas. Mr. Bourland's blend of musical

models is even more unusual, embracing traditions that range from those of the doister and the campfire to those of the 20th-century concert hall and the Broadway stage.

More unusual still is the presentation that Mr. Hall persuaded the 165-member chorus to give Hidden Legacies in its three-performance première. Chorus members sang the first half of the contemporary-music program in black tie, but returned for the cantata dressed in black. gray, and white clothes of their own choosing-jeans and tank tops, cowboy hats and neckerchiefs, leather vests and chaps, sweatshirts and Spandex shorts.

HE CANTATA OPENED with about half the members of the chorus facing away from the audience and raising their fists in defiance. Later, during the ballad-like "Left Behind," several couples danced a slow two-step while the rest of the chorus gathered in a semicircle around them; for the a cappella psalm "Give Us A Death Undiminished," the chorus formed a giant triangle on the risers. Those attending a performance at Pomona College here responded with tears and a lengthy ovation.

Hidden Legacies was commissioned by the chorus at the instigation of its artistic director, Jon Bailey, who is a professor of music at Pomona. The chorus received a \$15,000 grant from the Los Angeles Cultural Affairs Department to pay for the work, which has also been presented twice in the city-at UCLA and at the Wiltern Theater on Wilshire Boulevard. While audiences at all three performances seemed enthusias-



Give Us a Death Undiminished

Give us a death undiminished

by petty pains

No time remains for selfish gains.

Give us a death undiminished

by who's to blame;

Selective shame's a foolish game.

So give us death with dignity;

A final breath, infinity awaits,

We're at the gates.

And with our death please signify

That we were here, no need to cry.

Just look us in the eye.

"Give Us A Death Undiminished" is the third of seven movements in Hidden Legacies by Roger Bourland and John Hall. Copyright © 1992 by Roger Bourland and John Hall.

tic, two local music critics disliked the piece. Chris Pasles complained in the Los Angeles Times that Mr. Bourland's writing was "banal" and full of "pop music models," and that Mr. Hall's was "clumsy" and "unfocused."

Mr. Bailey disagrees, however, saying the cantata is "really a harbinger of where we're going" in contemporary composition. "Roger can write a classical piece," Mr. Bailey says, "but he also knows pop, country and western, and theater music." Mr. Bailey says that parts of Hidden Legacies are more technically sophisticated than they might seem, and that the foursynthesizer orchestration is unprecedented in a choral work. But, he adds, "musically, the stuff is not so complex that you couldn't understand it—it's apprehendable very quickly."

R. BAILBY chose Mr. Bourland for the commission at the suggestion the commission at the suggestion of an acquaintance. Mr. Bourland, in turn, suggested Mr. Hall as lyricist because the two men were friends and had worked together before. Mr. Bailey says he asked for a piece that expressed the complex feelings of gay people who are part of "the AIDS generation" but that was also "uplifting," and that "showed how this community is the stronger for it."

Mr. Hall began by reading up on the epidemic and by asking chorus members to contribute recollections. He also started jotting down comments he heard people make about AIDS. Mr. Hall says he tried to keep in mind "that writing lyrics is not the same as writing poetryyou're writing lines not to be read and thought about but to be heard and immediately responded to."

R. HALL sent completed sections of his text to Mr. Bourland, who was in France during part of the process. Mr. Bourland faced his own questions about how to approach the cantata, and reached his own answers. He recalls, for instance, that he had "just learned to two-step, and it changed my life"—in addition to inspiring the country ballad that became "Left Behind."

"The piece was not a radical break for me," Mr. Bourland says, adding that he knows that "certain colleagues would want me to write something more austere, to get at the

Mr. Bourland and Mr. Hall consulted regularly with Mr. Bailey, who suggested some revisions. What resulted, Mr. Hall says, is a piece in which "each movement is a little different in character."

For instance: In the second movement, "The Nightmare," dark lines of melody underlie complaints about "selective invective" and "initials

our public officials won't mention." The movement, which would challenge any chorus's diction but which nevertheless was presented flawlessly, ends with a fading repetition of "Silence equals death." The third movement, the psalm, makes a plea as eloquent musically as it is in words: "And with our death please signify/That we were here, no need to cry./Just look us in the eye."

The sixth movement, the lullaby, is perhaps the most emotional. It consists of a lover's last words to his dying companion. his "finest friend": "Can you leave if I tell you that it's time? . . . It's time for you to go." The last movement seeks to offer chorus and listener alike not solace, exactly, but a purpose. "We sing through the tears that full on the page/Of notes that we see," the chorus says in lines whose melody becomes strong and uplifting. "We sing to keep from crying. . . . For our songs have changed us/Affirming life again."

Almost as soon as they were given copies of the cantata, Mr. Hall says, chorus members began responding to it: "Men would say to me, 'I read your lyrics to my therapy group'-or 'to my dying friend.' And I realized that we really are talking to the survivors."

Mr. Bailey says the piece has had "powerful and palpable" effect on everyone in the chorus. "At the first rehearsal, they just grabbed it and ran with it," he says. "And as we have grown into the piece, we've realized that this is our story."

"There were weeks when I could not get through that hillaby without crying," adds Mr. Bailey, "But as I told the chorus, our job is to help other people cry."

PHYSICS

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University salaries and conditions in New Zealand The Association of University Staff of New Zealand (AUS) is currently at an impasse in negotiations with the New Zealand Vice Chencellor's Committee (NZVCC) over satisfies and conditions for scademic staff.

These negotiations are being conducted under the Employment Contracts Act 1981, an act specifically designed to weaken the influence of collective bargaining and lead to individual contracts.

and lead to individual contracts.

Nagolitations have currently stalled as a result of interference by a Government agency, the State Services Commission, which has directed NZVCC to employ all scademic staff on individual contracts within a pure range of rates model in which management discretion over progression is absolute.

As this represents a hugo stop backwards for the majority of academic staff in New Zealand. AUS has rejected this offer which, incidentally, includes a zero pay increase for the second year in succession and which preases that there will be no machanism to deliver future increases. There are also no procedures for movement within the ranges other than grace and favour.

AUS is requesting expressions the very second or the requestion expressions the very second or movement.

Most within the ranges of the trian grace and involve.

AUS is requesting academics throughout the world who may be considering job opportunities in New Zealand not to accept any offer without first making contect with AUS. We are concerned that Vice Chancellore will offer individual contracts in line with their current position and that people coming from overseas will not realise that acceptance of such offers mat have an adverse long-term effect on the sateries and conditions of university stall in New Zealand.

Rob Crozier Executive Director, AUSNZ (inc.) Fax: 64-4-362-6508 E-mail: suarao@matal.vuw.so.nz

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Maintenance Manager—A Bachehur's degree with emphasis in engineering, architecture, management or a related area to required. Qualificationalidates should possess a history of progressively responsible supervisory assignments in facilities management, experience with physical plant management and administrative including computer systems and applications; familiarity with bading materials. Irades procedures and crobbs as well as pead written and und communications adilis. Salary range: \$14,530.\$47,788, plus benefits. Send letter of sophation, unded attended in the procedure of the commendation of th 28, 29
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Admissions: Counselut/Assistant Director of Admission. Fairfield University has an overling in the admission office beginning July 1, 1992. Candidates for the position must be familiar with the nature and aims of a selective Jesuit University and must be able to articulate these qualities to students, parents and guidance personnel. Candidates must possess a B.A. or B.S. degree. A full range of admission responsibilities includes interviewing, travel, and an active role in decision making. Prior admission experience is preferred and a valid driver's license is required, interested candidates should send a lotter stating their interest along with their resume by June 1, 1992. David M. Flynn, Dean of Admission, Fairfield University, Fairfield. Connecticut 06430. Fairfield University is an Equal Opportunity Employer.

Admissions: Admissions Counselor. North Central, a comprehensive liberal arts college, is currently accepting applications for the position of Admissions Counselor. Qualifications include: Bachelor's degree, excellent written and verbal skills, a proven record of work ethic and initiative, and a commitment to meet the enrollment spals of the College. Screenins of applications will begin May 25 and it is aspected that the successful candidate will start July 1, 1992. Send a letter of application and returné 10: successful candidate will start July 1, 1952; Send a leiter of application and résumé lo: Ms. Roberta Andre, Office Manager, Office of Admissions, North Central College, 30 North Brainard Street, P. O. Boa 3053; Naperville, Illinois 60566-7063. North Central College is an Affranaive Action, Equat Opportunity Employer.

Opportunity Employer.

Alcohol/Drug Education: The Office of Sindent Affairs, University of San Diego, Calfornia, has begun a search for a Director of Alcohol and Drug Education. Minimum of Master's Degree with some experience in chemical dependency prevention. Fur job description or information, call (619) 260-4588 or write University of San Diego, Chifornia 92110.

MINNESOTA STATE UNIVERSITY

Patricia Mollica, Coordinator

818-585-7388

Santa Clara

San Diego

Saturday, February 13, 1993

AKITA Director of Records and Special Programs

The Minnesota State University System, Office of the Chancellor, invites applications for the position of Director of Records and Special Programs at the System's Akita Campus, Yuwa-machi, Akita Prefecture, Japan. the system's Akus Campus, Yuwa-machi, Akus Pretecture, Japan. The position will provide support to the Office of Academic Affairs with special reference to Student Registration and Institutional Records and to direct special programs of the university. Responsibilities will include registration of students, maintenance of student and academic records, development of self-study and assessment programs, development of summer and special programs, and coordination of Continuing Education Program.

Required Qualifications: Master of Arts degree with a specialization in TESOL; practical fluency in spoken Japanese; and one to three years of administrative experience in an institution of higher education.

expendence in an institution of righter equication.

Letter of application, résumé, and three letters of reference should be submitted so they are received by June 8, 1992. Mail lo:

Dr. Charles J. Graham

Minnesota State University System

555 Park Street - Suite 230

St. Paul, MN 55103

Salary range is set by bargaining unit with a range of \$27,298-\$42,150 plus 25% overseas supplement, housing, and other benefits. Salary will be commensurate with education and experience. Appointment to be made by June 25, 1992, with position beginning September 1, 1992.

An Equal Opportunity Educator/Employer. Women and minorities encouraged to apply

the State of Hawaii and to work with the County Administrators to implement the area program on Oabn. The extension program will emphasize nutrition, production and management, computerized record keepina, marketina. and waste management with involvement in the State 4-H youth program. The research activities of the specialist will be primarily conterned with practical research in accordance with practical research in accordance with the priorities of the Swine Industry Analysis. Opportunity to participate in other departmental research programs will be available. Instructional responsibilities will be determined to the college application, responsibilities. sin. Opportunity to participate in duser use partmental research programs will be available. Instructional responsibilities will be the undergraduate swine production course and assisting with the swine section of the introductory Principles and Practices of Animal Science II. The successful candidate will oversee the management of the University swine here and is expected to obtain extramural funds. Minimum qualifications: Fin. In Animal Sciences with a strong interest in and complete knowledge of swine production. Demonstrated research capabilities and ability to communicate and work effectively with industry clientele and profusional staff. Desirable qualifications: Past doctoral experience or training relating to commercial swine production in tropical environmental swine production management, berd beaths, and the role of carcasa quality in markeling. Working knowledge of the use of computers for livestock production management. Salary: Salary conmensurate with qualifications and experience; with minimum of \$49,574 per year; 11-month, tenure track position, inquaries; 11-month, tenure track position, inquaries; 10-month, tenure track position. Inquaries; 10-month, tenure track position. Chairemen, between Chairman, Department of Animal Science, University Of Hawali, 1800 East-West Road, Honob-

file, transcripts and a maximum of 20 sides to: Dr. Jemes Anderson, Head of Art and Music, Arustrous State College, Savanneh, Georgia 31419-1997. Deadline for all materials from suplicants is May 31, 1992. Armstrong State is an AA/EOR, and Georgia is an Open Records Law State.

an is an Open Records Law an Instructor/Assistant Professor for an August 1992 resure track position in four member art department, MFA, ability to teach graphic design major courses iscorporating computer graphics, and carbon courses required, Ability to teach raining desirable. Breacia College (EOIS) is a Catholic, four-year, coeducational, libraria arts collegs with a fast-growing graphic design program in its sixth year. Send resums, 20 alides and three leiters of reference to Sr. Mary Diane Taylor, Chairper and, Division of Fine Arts, Brescha College, 717 Frederica Street, Owensboro, Kennucky 42301-3023, Applications accepted until position is filled.

MASSEY

SENIOR LECTURER/LECTURER/ **ASSISTANT LECTURER** Department of Marketing

Applications are invited for the above positions. reference for the position of Senior Lecturer will be given to applicants with a PhD, a good publication

record and relevant teaching and professional experience.

Applicants for the position of Lecturer should have a relevant degree at the masters level, and a strong interest in research and publication. An appointee without a PhD will be encouraged to enrol in a doctorate. Applicants for the position of Assistant Lecturer

should have a relevant degree, preferably with an emphasis on marketing or related disciplines, and a strong interest in research. A successful applicant without a higher degree will be encouraged to undertake further study.

The Marketing Department teaches undergraduate students enrolled in internal and extramural courses eading to the Bachelor of Business Studies degree and Diploma of Business Studies, as well as students enrolled n postgraduate Honours, Masterate, MBA and PhD courses. The Department has a strong academic and applied research programme and publishes its own journal, the MARKETING BULLETIN. It also has an

active involvement with the business community.

Reference Number CHE 30/92 must be quoted. Closing date: 7 June 1992.

Further details of the above positions together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, ncluding a full curriculum vitae, and the names, addresses and fax numbers of three referees should be sent before the closing date specified. B.R.H. Monks

Registrar

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HURON UNIVERSITY

Huron University is a private, independent coeducational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD; Sioux Falls, SD; and London, England.

Responsibility: The Librarian will be responsible for directing the Library at Huron University's anticipated Tokyo, Japan branch campus which will open in 1992.

Qualifications: MLS from ALA-accredited university with a minimum of 3 years' experience at the supervisor's level. International experience is a plus Deadline: June 1, 1992. Applications and nominations should be addressed to: Dr. R. John Reynolds, President, Huron University, 333 9th Street, SW. Huron, SD 57350. EOE/AA/M/F.

Twelve-month renewable, administrative appointment. Begins July 1, 1992. Selary very competitive with excellent medical benefits, Onasifications: MA in Art History or MS in Library Science with a background in Art History; experience in slide library operations; reading knowledge of French, German, or Italian; knowledge of computer applications in visual resources collections. Sond letter of application, resource, and three letters of application, resource, and three letters of application, remain Resources. Department, Providence, Rhode Island 02918. AA/EOD/WMA.

Athletics: Kenyon College is offering a full-time coaching position for a head women's field hockey and lecrosse coach. As head coach, is responsible for management and administration of all facets of Division III program: recruiting, coaching, budget, etc. Some teaching of activities courses in aberlive physical education program, as well as other administrative supervisory duties as assigned. The successful candidate will have at least a bechelor's degree, and some teaching facility. Playing experience coaching flash bockey and lacrosse at the collegiate level. Playing experience and some teaching flash pockey and lacrosse at the collegiate level. Playing experience coaching flash pockey and lacrosse at the collegiate level. Playing experience to coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pockey and lacrosse at the collegiate level. Playing experience and coaching flash pocked and the second coaching fla



Closing date: 22 May 1992.

Closing date: 31 May 1992.

Closing date: 31 May 1992.

Closing date: 31 May 1992.

UNIVERSITY OF BOTSWANA

Applications are invited for the following appointments:

LECTURER IN THE DEPARTMENT OF POLITICAL AND ADMINISTRATIVE STUDIES (Vacancy No. FSS/PAS 1/92)

(Vacancy No. FSS/PAS 1/92)

Applications are invited for the post of Lecturer in the Department of Political and Administrative Studies tenable as soon as possible. The selected candidate will be expected to teach undergraduate as well as graduate courses for the Master's degree in Public Administration (MPA) and must have competence to teach at least three of the following courses: Development Administration, Comparative Public Administration, Public Financial Administration, Local Government, Research Methods, Public Enterprise, Public Policy Analysis, Personnel Administration, Organisation Theories, and Public Administration Botswans. Applicants must possess at least a Master's degree in Public Administration but preferably a Ph.D. Relevant teaching/research experience in Africa will be an advantage.

Closing date: 22 May 1992.

PROFESSOR/ASSOCIATE PROFESSOR/
SENIOR LECTURER/LECTURER
SCHOOL OF ACCOUNTING AND MANAGEMENT STUDIES
(Vacancy No. FSS/SAMS 1/92)

(Vacency No. FSB/SAMS 1/92)
Successful candidates will be expected to teach accounting, auditing finance, marketing (preferably international marketing), management information systems, business policy, organization behavior, general management, and quantitative methods. Applicants should specify the field and level at which they would like to be considered. Applicants should submit a clearly marked list of courses taught at the undergraduate and graduate levels. Experience in teaching at the graduate level would be an advantage for those seeking appointment to senior positions. Applicants should have at least a Master's degree but preferably a Ph.D. with relevant specialization and ability to teach in the MBA and a multi-streamed Bachelor of Commerce degree program.

LECTURER IN ECONOMICS (Vacancy No. FSS/EC 2/92)

(vacancy No. PSS/EC 2992)

Successful candidates will be expected to teach Economics of Labour, Economics of Mineral Resources, African Economic History and Environmental Economics. In addition to teaching, successful candidates will be expected to undertake, promote and participate in search and other activities of the Department and the Faculty of Social Sciences. Applicants should have at least a Master's degree in Economics but preferably a Ph.D. with relevant specialization and shift to teach in one or more of the above areas at the undergraduate and graduate levels.

Closing date: 31 May 1992.

LECTURERS IN ENGLISH (LITERATURE)
(Vacancy No. H/E 1/92)

Successful candidates should have specialised in one or more of the following areas: English Metaphysical Poetry and the Poetry of Mitton, the English Novel from Daniel Defoe to Thomas Hardy, and Victorial Literature or late 19th century English Literature. Applicants should have at least a lower second degree in English plus a higher degree (M.A. and/or Ph.D.) in English Literature.

Remuneration per annum: Professor P76,188-P81,996; Associate Professor P87,188-P73,184; Senior Lecturer P55,236-P85,136; Lecturer P26,772-P57,654.

er rzo, //z-rb/,534.
Fringe benefits include Motor Car purchase Advance Scheme, an optional 50% UB funded medical aid plan, car allowance at 15% of basic salary for staff earning a basic salary of at least P34,484 per annun and free fultion for spouse and up to four dependent children on courses offered by the University but not at its affiliated and associated institutions. Additional benefits for expatriate staff include: educational allowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two-year contract.

Applications, question the vacancy number full and up-to-date CVs.

or basic salary on successful completion of a two-year contract. Applications, quoting the vacancy number, full and up-to-date CA, certified copies of educational certificates and names and addressed of three excedemic referees, should be addressed to the Assistant Relistrar (Academic Staffing), University of Botswana, Private Bag 002, GABORONE, Botswana, Applicants should ask their referees to submit references direct to the University before the stipulated dosing date. Please note that applications with incomplete information may not be acknowledged. Applicants resident in the UK should also sed a copy to the Appointments Officer, Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF.

VISITING FACULTY POSITIONS

College of Business & Management Studies

UNIVERSITY OF SOUTH ALABAMA

Seeks Candidates for Visiting Faculty Positions for Academic Year 1992-93

ACCOUNTING. Applicants should possess either a Ph.D., an LLM and CPA, or a JD and a business or accounting master's degree with a concentration in lexation.

HUMAN RESOURCE MANAGEMENT. Ph.D. (or ABD) in Human Resource Management required. Will teach and conduct research in HRM. Emphasis on teaching and research skills.

Applications will be accepted until April 30 or until positions are filled.
Applications will be accepted until April 30 or until positions are filled.
Send vita and three letters of reference to the Office of the Dean, College of Business and Management Studies, University of South Alabams.
Mobile, Alabama 36888. The University of South Alabama is an Affirmative Action, Equal Opportunity Employer.

Faculty of Architecture

Lend Lease Chair of Urban Design

Reference No: 15/06 applications are invited for the Lend Lease Chair of Urban Design, stablished in the Feculty of Architecture by the University, with the support of end Lease Corporation.

the person appointed to the Chair will be expected to provide academic acclerable in teaching and research in the postgraduate programs in urban lesign. The field of the Chair will be in the area of urban design theory and/or

Consultancy work may be undertaken within the normal letms and conditions applying to academia positions; the appointee may be invited to consult to the Land Lease Corporation, a major Australian development company. The appointment is available for a period of approximately two years commercing no later than February 1993.

Salary will be within the range A\$73,800 - A\$77,900. (Top of the range will not be available until 23 July 1992.)

Provision is also made for private consulting in accordance with the University's regulations. Assistance with relocation expenses will be provided. Further information about the position may be obtained from the Head of the Department of Architecture, Professor G P Webber on (612) 692 2771 or (612) 602 3471.

Further Information is also available from the Association of Corne Universities, 38 Gordon Square, London WCHH OPF It is anticipated that interviews for the Chair will be held within three months of the closing date.

The University reserves the right to appoint by Invitation and not to proceed with any appointment for financial or other reasons.

Closing: 1 1 June 1992

Faculty of Health Sciences

ASSOCIATE PROFESSOR IN OCCUPATIONAL THERAPY

Reference No 15/01 ations are invited for the position of Professor/Associate Professor gupational Therepy, Paculty of Health Sciences, The Universit

or sycrey.

The University is seeking an outsignding schotar with proven research obtities in occupational therapy, capable of providing strong academic leadership, developing both existing and now research programs, and configuring to the Schoofs links with the community. It is expected the appointee would have extensive knowledge of a broad renge of seas of research and practice in occupational therapy. Applicants must be eligible for membership of a recognised occupational therapy professional association. An appointment at the level of Professor would be to the Foundation Chair of Occupational Therapy.

Associate Professor Level D A\$60 475 - A\$66 625" p.a. Professor Level E A\$73 800 - A\$77 900" p.s. too of salary level unavailable until July 1992

Provision is also made for private consulting in accordance with the Iniversity's regulations. Assistance with relocation expenses will be provided. Further Information may be obtained from the Dean, Faculty of Health Sciences, Professor Judith Kinner (812) 646 8444, Fax (612) 646 4033. Further information is also evaluable from the Association of Comm Universities, 36 Gordon Square, LondonWC1H OPF.

it is articipated that interviews will be held within three months of the closing date. The University reserves the right to special by invitation and not to proceed with any appointment for financial or other reasons. Closing: 3 July 1992

Mathod of application for Academic positions: (Fow for Associate Professors and above) of the applications, quoling reference no., and including curriculum vites, 3st of publications and the names, addresses and fax nos., of at least three and no more than five referees. Applications to be sent to: Assistant Registrar(Appointments) Staff Office(KO7) The University of Sydney, N.S.W. 2006 Australia by the above closing dates.

€qual employment apportunity and no smoking in the workplace are University policies

DEVELOPMENTAL STUDIES: Assistant Professor.

Academic year, non-tenure track position starting September 1, 1992. Earned master's degree in elementary education. Responsibilities include teaching developmental reading courses, teaching language arts methods courses, supervising field experiences is 12, and advising students. Candidates should have at least five years' experience teaching at the college and elementary school levels. Salary commissionate with experience and qualifications. Excellent fingle benefits. Submit letter of application, résumé, official transcripts of all college work and three current letters of reference to: Mrs. Kay Willoughby, Developmental Studies Department, Georgia College, CPO 074, Milledgeville, CA 31061, Application deadline is May 13, 1992. Georgia College is an

Reading/Language Arts

Availons Assistant Professor. Tenure track position at Louislans Tech University. Teach all flight phase checks, assume administrative responsibilities. Current Commercial/instrument and Mulli-cagine required. ATP preferred. Master's coquired. Solary 524.000 to 525,000. Contact John H. Filhiol, Chairman. Search Committee. Department of Professional Avisiton, Box 3181 Tech Station, Russon, Louislans 71270; phone (318) 257-2691/2692.

Aviation: Southeastern Oklahoma State University. Chief Flight Instructor. Bachelor's degate required, Master's preferred. For fixed wing alreraft, the requirements as sel forth in Federal Aviation Regulation FAR 141.35 (a) through (d). To apply, submit a fetter of application, resume, university transcripts, and three letters of recommendation to the Personnel Office, Southeastern Oklahoma State University, Station A, Durant, Oklahoma 74701.

Behavioral Sciences: Position starting Fall 1992 at Utah Valley Community College in Orem. Requires a Pt. D. in Sociology plus one year of full-litme, paid teaching or equivalent, or graduation from an accredited college or indversibly with a managers dearer in sociology plus two years of full-time, paid teaching. Clinical and/or social or community agency experience highly desirable. Application deadline is Juna 5, 1992, For application and information, contact Personnel Services, (801) 222-8000, extension 8207. UVCC (1 an accredited community college serving 8,000 students. AA/EOE.

Bilingual Education/Administration: Educa-tional Director, California Association for Bilingual Education (CABE), non-profit or-ganization. Carry out, manage and monitor bilingual educational projects, conferences

FACULTY POSITIONS

Rappahannock Community College is a two-campus institution serv-ing a 13-county rural region east of Richmond. Virginia. The college seeks faculty to fill the following 9-month positions, effective August 16, 1992. Salary will be commensurate with experience but no less than \$23,859 for instructor rank or \$27,393 for Assistant Professor. (2% salary adjustment effective December 1, 1992). Benefits package included.

(21: Salary adjustment effective December 1, 1992). Selected procluded.

SOCIAL SCIENCE. Glenns Campus, Position #F0043. Teach in two of these disciplines: history, psychology, sociology, or political science. Advise students enrolled in degree programs. Develop course outlines, plan instructional strategies, and coordinate with other faculty members. Minimum qualifications: Master's degree in one these fields: history, psychology, sociology, political science, or social science, and qualifications to teach in a second discipline. Eighteen gab required for each teaching field. Deadline: June 15.

HUMANITIES/FOREIGN LANGUAGE. Glenns Campus, Position #F0022. Teach courses in two of these fields: foreign language, humanities, English and speech. Advise students enrolled in degree programs. Develop course outlines, plan instructional strategies, and coordinate with other faculty members teaching in the humanities. Minimum qualifications: Master's degree in one of these fields: foreign language, humanities, English, and speech and qualifications to teach in a second discipline. Eighteen gab required for each teaching field. Deadline: June 17.

NURSING. Wareaw Campus, Position #F0054. Teach Fundamentals.

NURSING. Warsaw Campus, Position #F0054. Teach Fundamentals of Nursing and other offerings related to the Associate Degree RN Program Responsible for advising freshman nursing students and for inventory and condition of campus laboratory. Minimum qualifications include a Bachelor's degree with major in nursing plus 2 years' related occupational experience. Teaching experience in Associate Degree nursing program preferred. Deadline: June 22.

pegree nursing program preferred. Deadline: June 22.

BUBINESS. King George Site and Warsaw Campus, Position #F0055.

Teach full range of accounting courses in Associate in Applied Science Degree in Business Management with specialization in Accounting and other Business courses. Duties include advising students, marketing, and articulation with local businesses and schools. Bachelor's degree required. Eighteen (18) gah in accounting or CPA and 2 years' related occupational experience required; additional teaching preferred. Deadline: June 24.

Positions may require teaching day, evening and cross campus classes. Commonwealth of Virginia Application Form and unofficial transcript must be received by 4:30 p.m. on deadline date listed. Submit

Rappshannock Community College Central Personnel Office P. O. Box 287, Glenns Campus Glenns, VA 23149 804-758-5324, Ext. 228 EEO/AA/M/F/D

Résumés will not substitute for a fully completed state application

UNIVERSITY OF MISSOURI-COLUMBIA COLLEGE OF EDUCATION

Department of Practical Arts and Vocational-Technical Education

Assistant Professor - Marketing Education

The MU College of Education invites applications and nominations for a tenure-track assistant professor with qualifications including an earned doctorato with graduate emphasis in marketing education andor vocational education; background and experience preferred in teaching marketing education at secondary, postsecondary, and/or adult tevel.

Appointment: returne-rack appointment to commence expension 1, 1774.

Dullear Teaching and advising undergraduate and graduate students in marketing education and vocational education; activally involved in research, submitting publications, providing consultative services and inservice education to high school and community college personnel; supervising student teachers and students enrolled in occupational internships; assisting with all phases of the preservice and inservice marketing teacher.

Applications: Applicants should submit a letter of application; a résumé oi experience téducational and professionall; transcripts; names, addresses and phone numbers of three references; and/or have placement papers forwarded from college or university where their graduate education was completed. Send to:

Or. Sheila Ruhland, Chair, Search Committee
Department of Practical Arts and Vocational-Technical Education
University of Alissouri-Columbia
202 London Hall © Columbia. MO 65211
(314) 882-9619

Closing Date: Review of applications will begin May 22, 1992, and continue until costilion is filled.



Lebanon Valley College ACCOUNTING

One-year replacement position available for 1992-93 academic year beginning August, 1992. Teaching areas include General academic year beginning ning August, 1992. Teaching areas include financial accounting, managerial accounting, intermediate accounting, cost accounting, and MIS. The successful candidate must possess MBA, CPA, and have industry experience. Teaching experience is a plus. Rank and salary commensurate with qualifications and experience. Lebanon Valley College is a private, co-educational liberal arts institution located in Annville, PA close to Hershey and Harrisburg, PA. Send résumé with references by June 15, 1992, to Dr. Sharon F. Clark, Chairperson, Department of Management, Lebanon Valley College, Annville, PA 17003.

An Affirmative Action, Equal Opportunity Employer.

June 15, 1992. Call (714)97-6919 for complete job description. EOR.

Biochemistry: Teaure track position. Ph. D. preferred, Salary commenquence with degrees and experience. Send sitter of application, current returne, transcripts, and the names agreed addresses of references by June 3 for Biochemistry Search, Department of Biochemistry Search, Department of Chemistry and Physics, Armstrone State

Biology: Tenure track position beginning Fall, 1992. Search extended. Assistant Professor with specialization in invertebrate Zoology. Ability to teach parasitotogy and some inolecular esperience helpful but not required. Successful candidate will also be expected to teach in the introductory biology courses and the anatomy and physiology courses for health professions atudents.

Braduate course in biometry each full semissier, and courses in Population Biolosy and Manmalogy alternate years. Previous experience with museum collections is desirable, but not required. Opportunities exist to work with M.S. Ph.D. and Doctor of Arts students. Applicants will be expected to hold a doctoral degree. This poulton will remain open until filled, but applicants should seem a letter of application, a vita, and three letters of reference by June 15. 1992, to: Chairperson, Search Committee. Box 8007. Department of Blookgial Sciences, Idahn State University, Pocatello, Idaho Blook Diale University is an Equal Opportunity. Affirmative Action Employer. Is an AA/EOB. Georgia is an Law State.

Blology: Assistant Professor—Cell Ribbins State.

Blology: Assistant Professor—Cell Ribbins State Conditions of the State Condition of the Professor State Con

BULLETIN BOARD: Positions available



SOUTH AFRICA

Applications are invited until 1992-06-30 from persons with appropriate qualifications and experience regardless of gender, religion, race, colour or national origin for appointment to the following posts:

FACULTY OF ARTS

Professor/Head in Anthropology

Applicants should have an interest in the development of Southern African Anthropology and be committed to promoting critical heoretical perspectives and ethnographic research which sill facilitate understanding of transformation in Southern Africa. The new incumbent would be expected to participate in promoting and strengthening innovative teaching approaches and research in the department.

Professor in Political Science

The University seeks an energetic and motivated person, who subscribes to democratic management and is committed to the transformation of this key department. The person should have strong administrative skills, a high research profile and an interest in curriculum development.

The successful candidate may be required to be the Head of the Department for a specified period.

Professor in Sociology

The successful candidate for this senior position should have a paticipatory style of management and an ability to teach a wide range of fields in Sociology at the under and post-graduate levels, in the context of growing student enrolment in recent years. He/she should have the ability to relate sensitively to the growing in transition. essures of a society in transition.

The successful candidate may be required to be the Head of the Department for a specified period.

Requirements:

Professor/Head: Doctorate plus proven research abilities and publications. A Professor/Head of Department will be expected to provide leadership in research, teaching and administration within a progressive and transforming University.

Appointment may be considered on a Permanent or Contract

FRINGE BENEFITS: Pession scheme, medical uid scheme, group life assurance, leave philoges, service bonus, relocation expenses and housing subsidy (whict to certain conditions).

Application forms, salary scales and further particulars are obtainable from: The Personnel Division, University of Durban-Westville, Private Bag X54001, Durban 4000, South Africa. Telephone (031) 820-2222/3, Fax No. (031) 820-2315.

Administration Positions MALAYSIA/THAILAND

founded in 1950, Stamford College is the largest independent college of higher education in ASEAN with a student body of over 18,188). As one of the most progressive independent resource centers in Asia, Stamford Col-lege west leaders in education who have both a proven track record and offered servicious.

We invite applications for the following positions

DIRECTOR OF ADMINISTRATION and administer personnel operations, including staff employmen ation at Kuala Lumpur campus site. MA + experience required DEAN OF AMERICAN PROGRAMS

gans in Malaysia. MA + experience required.

DEAN OF ACADEMIC AFFAIRS

grans to be conducted at campus site. MA + experience required. Letter of Application and Résumé can be sent to:

THE STAMPORD COLLEGE GROUP c/o BHP Associates 1601 Response Road Sacramento, CA 95815

sidage Cenedics Assistant Professor—
functivible robiplogist possition begining Angust 13, 1997. Ph.D. required with
respect to candidate with experision in anisocular techniques and desnonsated reaching ability at he undergraduate
red. The processful candidate will teach
frishman bloings, upper-level microbiolored bloogs, upper-level microbiolored bloogs, upper-level microbiolored bloogs, proper-level microbiolored bloogs, proper-level microbiolored bloogs, proper level microbiolored bloogs, proper of undergradutes has a research and commitment to Christies will be an an any june and explications will be education is expected. Instertions will be education is expected. Instertions will be reducated in a safety time and explicabase letter of interest, visue, graduate transtone, T. Saven H. Evenhart, Chairman,
the seles Creek, Morth Carolina 27506-

doint Coolegy: Assistant Professor)Blo-ing Lth Instructor Coolegist position be-dessible August 11, 192. Ph. D. in a bologi-dessible ordered with preference given on the coolege with 12 marchate hours in an extrace, and demonstrated teaching they at the undergraduate level. The auc-

cessful candidate will teach and coordinate freshman blology laboratories and teach freshman blology and physical and environmental geology. Involvement of undergraduates in research and commilment to Christian higher education is expected. Interviews will begin in early June and applications will be received until position is filled. Send eletter of interest, vine, graduate transcripts, and three letters of recommendation to: Dr. Steven H. Everant, Chairman, Department of Biology, Campbell University, Buies Creek, North Carolina 27506-0308.

Biology/Mathematics: Catholic scrimary-college seeks full-time person with Ph.D. or Master's in Science to teach Biology and Mathematics: Résumé by June 15, 1992 to Sister Mary Christine, Ph.D., Academic Dean, Wadhama Hall, R.R. 4, Inox 80, Os-densburg, New York 13669.

Biology/Research: Biology Post-Doctoral Fellow. Conduct Research in Molecular Biology and Immunology. Biogase in cloning, gene expression, vaccine development and transcription. Ph.D. in Molecular Biology or Doy-lopmental Biology or Biochemistry required. Knowledge of gene regulation.

+ NOVAUNIVERSITY

NEW FACULTY POSITIONS The Abraham S. Fischler Center for the Advancement of Education invites applications for the following positions:

Program Professor, Reading, This position requires a doctorate in the field. Preference will be given to persons who also have a minimum of 18 graduate hours in elementary and/or primary education.

2) Program Professor, Computer Education. This position requires a) a doctorate in computer education, computer science, or, in a related field with a minimum of 18 graduate credits in computer science education or educational applications of computing; b) knowledge of Pascal and either Basic or Logo. Preference will be given to persons with additional background in instructional technical enterior.

Program Professor, Exceptional Student Education. This position requires a doctorate in the field with an emphasis in working with the emotionally handicapped or with handicapped preschool children.

Responsibilities for all three positions include teaching, development of curriculum and instructional materials and supervision of students' applied research projects. These are twelve-month positions based in the graduate education center on Nova's campus in Fort Laudendale, Florida. Occasional weekend travel is required.

Preference will be given to persons with appropriate teaching experience. K-12, or in programs for young children, computer literacy and background or interest in innovative and technology-based delivery systems.

All positions are available July 1, 1992. Deadline for applications is June 10, 1992. Minorities are encouraged to apply. Send cover letter and resume to:

Nova University Personnel Department (LSG) 3301 College Avenue Fort Lauderdide, FL 33314

Nova University, second largest independent university in Florida, is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Affirmative action, equal opportunity employer.



MARKETING College of Business

The College of Business at Idaho State University is seeking applicants for a position as Assistant/Associate Professor of Marketing. An earned doctorate in Marketing is desired. Those close to completion of such a degree will be seriously considered. This position is available beginning August, 1992.

The Marketing Department with 125 undergraduate The Marketing Department, with 125 undergraduate majors, focuses on educating students for industrial sales and marketing positions. Teaching and research in sales management are desired.

The department and the college have developed working relationships at an adjacent federal energy technology development laboratory. The college also houses one of 7 state-of-the-art computerized decision laboratories. A research focus or a background in technology marketing, technology transfer, technical or international sales management would be ideal.

management would be ideal.

The College of Business has 1,300 students in the undergraduate majors—accounting, computer information systems, linance, management and marketing. Approximately 125 students are in the MBA program. The college has AACSB business administration accreditation at both the undergraduate and graduate levels.

ISU is a comprehensive university of approximately 10,000 students located in Poestello, a community of 55,000 within a two and a half hour drive of Salt Lake City, Yellowstone and Grand Teton National Parks, and Sun Valley.

The position will remain open until it is filled. A visiting position would be considered, interested persons should send a letter of application, résumé, and list of references to: Dr. Ron LeBlanc, Chair, Marketing Department, College of Business, Campus Box 8020, Idaho State University, Pocatello, Idaho 83208.

ISU is an Affirmative Action, Equal Opportunity Employer.

ISU is an Affirmative Action, Equal Opportunity Employer.

JOHN WOOD COMMUNITY COLLEGE

John Wood Community College sasks experienced, energetic faculty to teach, develop and expand the college's curriculum. The College is a dynamic, comprehensive, public community college located in Quincy, Itilnois, on the beautiful Mississippi River.

FACULTY POSITION

8-MONTH, TENURE-TRACK POSITION:

• ACCOUNTING INSTRUCTOR: Master's degree in accounting or MBA with an emphasis in accounting required. CPA preferred. Minimum of two years' teaching experience required. Prefer community college teaching experience utilizing the computer in teaching accounting. Start Date: 8/16/92. Safary/Benefits: Competitive. Application Process: Send letter of application, résumé, and transcripts to: 10r. Veldon L. Law, Dean of Instruction, John Wood Community Color. Veldon L. Law, Dean of Instruction, John Wood Community Colors, 150 S. 48th St., Quincy, It 62301. Applications will be accepted togs. 150 S. 48th St., Quincy, It 62301. Applications will begin June 1. lege, 150 S. 48th St., Quincy, II. 62301, Applications will begin Jurie 1, until the position is filled. Review of applications will begin Jurie 1, until the position is filled. Review of applications employer and 1992. JWCC is an equal opportunity, affirmative action employer and specifically invites and encourages applications from women and minorities.

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sene construction, transcription, Blochemistry, Protein Chemistry, and Davelopment Biolosy required. \$25,000 year. Send received by May 29, 1992, to Mr. Edward for curriculum viaze to Philadelphia Job Bank, 44 North Third Street, 1912. Floor. Philadelphia, Pennsylvania 1912. Floor. Philadelphia, Pennsylvania 1912. Refer to fob Order \$4431763. Proof of legal right to work in United States required.

right to work in United States required.

Business Administrations Faculty, Full-time position to teach courses at the undergraduate level in Management (MISPOM or Personnel/Stratesy), Ph.D. of D.A. evidence of Scholariy activity and the ability to dence of Scholariy activity and the ability to descan a culturally diverse population are required for a tenuer track appointment. Capuldates who have achieved ABD status will be considered for a non-tenuer track appointment. Preference siven to candidates with teaching experience. Begin September

New York 1420. ANISOE

Business Administration / Managements
Southeastern Oklahoma State University.
Chair and Assistant or Associate Professor
of Business Administration and Management. Ph.D. or D.B.A. in Management or
Marketing required. Applicant must be
able to teach upper-level granagement (including Organizational Behavior and Opengations Management) or upper-level marketing and chair department of Business Ading and chair department of Business Administration and Management consisting of
10 other faculty members. To apply, submits

A.

NATIONAL UNIVERSITY OF SINGAPORE

Faculty of Engineering

Applications are invited for teaching and research appointments in one of the following departments from candidates with a relevant Ph.D. de-

CHEMICAL ENGINEERING Biochemical Engineering Process Control

MECHANICAL AND PRODUCTION ENGINEERING

Impact Mechanics
Coπosion Engineering
Automation and Contro Manufacturing Engineering Fluid Mechanics Themodynamics and Head Transfer Dynamics/Mechanism

Gross annual emoluments range as follows: \$\$53,160-\$\$64,200 \$\$58,680-\$\$100,310 \$\$88,650-\$122,870 Lecture/Research Scientist Senior Lecturer Associate Professor

(US\$ 1.00 = 5\$ 1.64 approximately) The commencing salary will depend on the candidate's qualifications experience and the level of appointment offered.

experience and the level of appointment offered. Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling in allowance of \$51,000 or \$52,000, subsidised housing at nominal rentals ranging from \$51,000 or \$52,10 p.m., education allowance for up to three children subject to a maximum of \$516,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Lee Kuan Yew Postdoctoral Fellowship Applicants for appointments as Research Scientist may also apply for the Lee Kuan Yew Posdortoral Fellowship, which will be awarded to candidates with excellent academic records and research potential and who have obtained their Ph.D. degrees in the last few years. A stipend will be provided under the fellowship which will be held concurrently with the candidate's appointment as a Research Scientist.

Facilities There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and research.

equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX hosts, the on-line library catalogue, internet and BITNET.

Application forms and further information on terms and conditions of

Application forms and further information on terms and conditions of service may be obtained from:

The Director Personnel Department National University of Singapore

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, NY 10022, U.S.A.
Tels (212) 751-0331

Enquiries may also be sent through BITNET to: PERLCH@NUS3090, or through Telefax: (65) 7783948.

MOUNT IDA COLLEGE

School of Liberal Arts

Faculty Opening in Communications Mount Ida College in suburban Boston seeks a full-time faculty member in Journalism/writing for a new B.S. Program in Communications beginning fall 1992. Ph.D., college teaching experience, professional experience in print or electronic newsrooms and familiarity with desktop publishing are

Possible courses include: Newswriting and Reporting; Literary Journalism; Advanced Editing and Stylistics; Writing for the Media; Communications Ethics Seminar; Introduction to Construmications; Public Relations; Intermediate Composition; Advertising.

to Academic Offices, Mount Ida College, 777 Dedham Street, Newton Centre, MA 02159. Review of applications begins May 26, 1992. No tele-

s letter of application, résursé, university transcrints, and three letters of recommendations to the Personnel Office, Southeastern Chlahoma State University, Station A, Durant, Oklahoma 74701. Application deadline is June 5, 1992. AA/EOE. raising, external relations. Some research. High visibility. M. A. preferred. Academic Salary/Denefits. Assistant Director, Columbia Business School Telecommunications Research Institute. Entry-level position, administrative experience preferred. Supervise staff, bookkeeping. organizes conferences. Computer/people skills. High visibility. Academic salary/benefits. B.A. required. Columbia Institute for Tele-Information, Columbia, 369 Urs Hall, New York 10027. Equal Opportunity.

deadline is June 5, 1992. AA/EÖE.

Business Communication: Ausistant Professor of Business Communication. Bolse State University. Tenuse track opening for assistant professor of business communication in Cellege of Business, Bolse State University. Scokins individual who has successfully issuant at an AACSB accredited business school and hen significant practical experience to the business communication field. Doctorate degree in an appropriate field is required and must be awarded so later than January 1993. Person bired will be expected to play a major role in othrageling the college's business communication curriculum and the overall communication skills of its students. This 1992-1993 academic year position is considered on military in qualified candidate is identified. A January 1993 starting time may be considered. Those qualified for this position should forward a letter of application, complete vita, and the nances, addresses, and phone numbers of at least that a references to Dr. Douglas J. Lincoln, College of Business. Bolse State University, 1910 University Drive, Bolse, Idaho 83725. REO/AA Institution.



FACULTY OF EDUCATION, HUMANTIES

LECTURER (LEVEL A or B)

LAW & THEOLOGY

IN SPANISH

Limited-Term (3-5 years)

Level A Academic: A\$27 060 - A\$3\ 950 pa

Level B Academic: A\$39 463 - A\$48 655 pa

Ref 92081 C. Available in the Spanish Discipline, School

Ref 92081C. Available in the Spanish Discipline, School of Humanlities, for three years with possible two year extension. Responsible for contributing to courses in Spanish language, literature and culture for native and non-native speakers at all levels from beginning to advanced. An appointee at Lecturer B level will also be responsible for course design. Level of appointment will depend on course design. Level of appointment will depend on

qualifications and experience; a suitable candidate may be offered a tenurable lectureship.

Essential criteria include appropriate higher degree

(preferably PhD), near native competence in Spanish and English, a demonstrated capacity for research and teaching

English, a demonstrated capacity for research and teaching and ability to contribute to communicative courses in the Spanish language. Expertise in other fields, including Brazilian studies and Portuguese language and literature Spanish linguistics or applied linguistics, desirable.

Further enquiries from Dr M Scurrah, telephone (618) 201 2406 or facsimile (618) 201 2556. Applicants should

Applications, addressing the selection criteria, quoting the reference number, and giving full details of qualification at experience and the names, addresses and facsimile motes of three referees of whom confidential engalies may be made, should be ledged, in duplicate, with the Manager, Human Resources, The Flinders University of South Australia, GPO Box 2100, Adelaide SA 5001

by 31 July 1992.

The University reserves the right not to make a appointment or to invite applications.

Equal Opportunity is University Policy.

JNIVERSITY

West Virginia

Graduate College

ADELAIDE • AUSTRALIA

FLINDERS

SCHOOL OF EDUCATION,

HUMAN SERVICES & HUMANITIES

Assistant/Associate Professor of

Elementary/Secondary Education

JOB DESCRIPTION: Responsibilities include teaching nine senester host of graduate courses, program development, research and student advise. Position is a nine-month appointment. Summer teaching is based on program

QUALIFICATIONS: Candidate must possess an earned doctorate in Curke-lum and Instruction (or related field) with a background and training in science education. Professional publications and other qualifications and

tent with rank are necessary. Innovative and creative strategies for leading

GENERAL INFORMATION: Candidate should submit a letter of application, vita, three letters of recommendation and names of references, including current supervisor who might be called during screening process.

APPLICATION CLOSING DATE: Review of applications will begin immediately and continue until position is filled.

SUBMIT APPLICATIONS TO: Human Resource Development Office West Virginia Graduate College P. O. Box 1003 Institute, WV 25112

SALARY: Commensurate with experience and qualifications.

rvision are encouraged.

STARTING DATE: August 15, 1992.

specify level at which appointment is sought. Appointment B Academic will not normally be made above

THE HONG KONG UNIVERSITY OF SCIENCE & TECHNOLOGY

The Hong Kong University of Science and Technology was established in April 1988 and is funded by the Hong Kong Government, its mission is to extend educational opportun ty, to contribute to the territory's economic and social wellbeing, and to promote research, development, and entrepre-neurship in the Asia-Pacific region.

The University comprises the Schools of Science, Engineering, Business & Management, and Humanities and Social Science. Students were admitted from October 1991 at both undergraduate and postgraduate levels, including the doctorate. Enrollment is expected to grow to 7,000 (on full-time equivalent basis) by 1995/96. While students are expected to be billingual, the medium of instruction is English.

The University invites applications for the following post:

Pro-Vice-Chancellor for **Academic Affairs**

The Pro-Vice-Chancellor for Academic Affairs is expected to provide leadership in the development of the University's ac-ademic policy, and to oversee the functioning of the various Schools in their diverse activities including instructional programmes, academic research, and resources planning and control. The Pro-Vice-Chancellor for Academic Affairs, as the second highest official in the University, shares major re-sponsibilities for the planning and development of the Uni-versity and the coordination of its overall administration.

Applicants should have high academic qualifications together with successful, relevant experience in university adminis-tration at a senior level. The successful candidate will be able to demonstrate ability to provide vigorous leadership in higher education and academic administration, while appreciating fully the importance of shared governance with the facultry, team work, and delegation of responsibility and authority. Familiarity with the culture, language, ethos, and education systems of the Asia-Pacific region in general, and Hong Kong in particular, will be an added advantage.

Salary and Conditions of Service: Salary will be at the upper segment of the professorial range and very competitive. Gen-erous fringe benefits including medical and dental benefits, annual leave, air passages, and dependent children's educa-tion allowances are provided. Initial appointment is likely to be on a three-year contract; a gratuity of 25% of the total basic salary drawn will be payable upon successful completion of contract. It is the intention of the University to Introduce a superannuation scheme and arrangements will be made for eligible staff to join the scheme as appropriate.

Application Procedure: A Search Committee has been formed, chaired by the Chairman of the University Council's Appointments Committee and comprising faculty and other council members. Particulars can be obtained from the Director of Personnel, The Hong Kong University of Science and Technology, Clear Water Bay, Kowloon, Hong Kong (fax: (852) 358 0700). Applications/nominations together with a curriculum vitae and the names and addresses of three referees should reach the Director of Personnel by 20 June 1992, but the search may continue using a curriculum vitae and search may continue using a curriculum vitae and the names and addresses of three referees should reach the Director of Personnel by 20 June 1992, but the search may continue using a curriculum vitae and search may continue using a curricular vitae. but the search may continue until a suitable appointment is

ADIRONDACK COMMUNITY COLLEGE

Adirondack Community College, a comprehensive two-year college, and a member of the State University of New York (SUNY), invites applications for the following tenure track faculty position. The starting date for this position is September 1, 1992.

CRIMINAL JUSTICE: Requires teaching of Police Science and Corrections courses as well as advising of students. A Master's Degree in Criminal Justico or a related field is required and college teaching and field experience is

The starting salary range is \$20,566.\$25,833 (1991-92 range), completed by an attractive fringe benefit program.

Interested and qualified applicants must submit a cover letter, vities and the names, addresses and telephone numbers of three professional references. (References will not be contacted without prior notification).

Director of Personnel Services Adirondack Community College Bay Road Queensbury, NY 12804

The deadline for receipt of application materials is June 3, 1992.

An Affirmative Action, Equal Opportunity Employer

Communications: Assistant/Associate Pro-lessor; Department of Communication. Communication Department needs faculty member for Pall 1991 to advise university newspaper and yearbook, also teach jour-nalism courses. Doctornic preferred, mas-ter's required. Salary and rank are "open." Professional and teaching experience desir-able. Computer and desktop publishing

Communication/Speech/Foreasics; Speech Communication seneralist to teach rotation of courses (Speech Communication, Mass Communication, Broadcasting, Interporsonal, Human Communication Theory, Argumentation, and coach foreasteries/debate program in enevangetical Christian liberal arts college with Prephyterian affiliation. Doctorate and record of successful teaching experience in communication field preferred. Salaryfank based on degree/experience. Full-time, continuing position to besit Fall, 1992. Applications welcome until position is filted. Contact Gordon King, Chair, Department of Communication and Thealer Arts, Sterling College, Sterling, Kanass 67579, (116) 278-4217.

Communication Broadcastics, Speech and Sterling College, Sterling, Kanass 67579, (116) 278-4217.

Communication is located in modern Self Hall, which is located in modern Self Hall, p

Community Economic Development: University of Alasko Pairbanks permanent tenure-track Assistent Professor (doctorate required) or non-tower track instructor (measter's required) position located in northwest (Kotzebue) Alasko to assist in distance delivery of Rural Development degree programs. Academic background in Economics with preferred emphasis and

Instructor/Vocal

Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic students and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Gulf of Mexico approximately 135 miles southeast of San Antonio. Corpus Christi's diverse population exceeds 250,000 and is largely

Qualifications: Master's degree with major emphasis in Soprano or Mezzo Studio. Studio teaching experience desirable. Position No: 04-9201F

Salary/Status: \$2.980 per month plus benefits, 9 months, tenure track.

Travel: Occasional to area high schools for recruitment purposes. Position Location: Department Music and Drama,

Del Mar College East Campus. Closing Date: May 29, 1992 at 12:30 p.m.

Submit resume, audio tape of representative repertoire, along with unofficial transcripts, and three letters of recommendation by the closing date listed above to the Office of Human Resources. Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Finalists will be required to complete an employment

Del Mar College reserves the right not to offer position advertised. Proof of work eligibility must be verified for successful candidate(s).

Equal Opportunity/Affirmative Action Employer Minorities, disabled individuals, and women are encouraged to apply.



SOUTH GEORGIA COLLEGE

A two-year residential unit of the University System of Georgia, the College has an average quarterly enrollment of 1,200. Eight positions are available for Fall, 1992.

Instructor/Assistant Professor of Biology (tenure track position). Master's degree in biology required with emphasis in anatomy/physiology and/or microbiology desired. Temporary Instructor/Assistant Professor of Biology (non-tenure track position). Master's degree in biology required with emphasis in anatomy/physiology and/or microbiology desired.

Assistant Professor of Nursing (tenure track position), Master's degree in nursing to assume responsibility for assigned clinical and classroom instruction. Three Temporary Instructors of Nursing. Master's degree in musing destrect; bachelor's degree required to assume responsibility for assigned clinical and classroom instruction.

Assistant Professor of Political Science (tenure track position). Ph.D. in political science to teach courses in political science and related areas.

Temporary Instructor/Assistant Professor of Speech (non-tenure track position). Master's degree in speech (doctorate preferred); to teach three five-hour courses in speech per quarter.

Send letter of application, official transcripts of all college work, and three current letters of reference by May 29, 1992 to:

Dr. Thomas A. Wilkerson Vice President for Academic Alfairs South Georgia College 100 West College Park Drive Douglas, GA 31533-5098

An Equal Opportunity, Affirmative Action Employer (M/F)

UNIVERSITY OF WISCONSIN STEVENS POINT

Tenure-track opening at the assistant professor level beginning fall 1992. Ph.D. required. Primary responsibility: teach public finance and principles. Additional teaching responsibilities may include macroeconomics, finance, economic development or comparative systems. Undergraduate teaching only, 12 hours per semester. Commitment to excellence in teaching and an active research interest are expected. Opportunities for conducting applied research in association with the Central Wisconsin Economic Research Bu-reau. Salary is entry level. Deadline: June 15, 1992 for complete applications. Send vita, graduate transcripts, 3 references, and if available, evidence of teaching effectiveness. Contact Dr. Richard B, Judy, Ph.D., Associate Dean and Head, Division of Business and Economics, University of Wisconsin-Stevens Point, Stevens Point, Wisconsin 54481.

Women and minorities are encouraged to apply; EO/AAE.

and/or ameli-acate rural economies. Complete information: Department of Rural Development. University of Alaska Fairbanks; Gruening Building Room 707B: Fairbanks, Alaska 99775-1445; (907) 474-6432. Closing date: June 5, 1992. The University of Alaska is an EO/AA Employer and Educational Institution.

Computer/information Science: Troy State Undversity in Montgomery Invites applications for a Computer and Information Science foculty (tenure track) position, Ph.D. in CIS or MIS proferred, Dutles include: Coordinate undergraduate CIS programs and teach is undergraduate and and and and country of the CIS programs. TSUM is an evening university catering to part-time adult Mudents, Screening of applications will begin May 26, 1992 and continue until the position is

Computer Science; Instructor or Assistant Professor, Ph.D. in Computer Science or closely related area is desired, master's desired is essential. One or more years of teaching experience required. Qualified applicate must be she to teach various computer required. Computer Organization. Computer Granization. Computer Granization. Computer Granization. Computer Granization. Computer Organization. Computer Organization. Experience with Unix, DOS and C Prosentaming is desired. Data communications and networks are a plus jamestown. College is a four-year liberal arts institution affiliated with the Presby-

terian Church and sacks a person with a commitment to non-sectarian Christian higher education. Search will continue until position is filled. Send application, résume and three references to Dr. Richard H. Smith, Academic Dean, 6092 Jamestown College, Jamestown, North Dakota 58401.

Computer Science, General Faculty in Computer Science, University of Virginia. The University of Virginia is presently secking applications for two (2) non tenure-track faculty positions. The Department of Science, Person wishing to apply shorted ap Congae, Jamestowa, North Dakota 58401.

Computer Sciences General Faculty in Computer Science, Department of Computer Science at the University of Virginia. The Department of Computer Science at the University of Virginia is presently seeking applications for two (2) non tenure-track faculty positions. The Department is completely revamping its undergraduate proparation focus around the practice of computing. Two themes are central to the approach: an increased degree of mathematical rigor in all courses, and an increased use of laboratories with an emphasis on realistic problems and methods. To support the laboratory approach, we are developing completely new course materials in the first through third year courses. A major, three year stant to support the development of these materials in anticipated. The responsibilities of the two positions include teach-

Phone: (304) 766-1994

An Equal Opportunity, Affirmative Action Employer.

Thornton Finit. Castaurior, fulling, 1, 23903.

Computer Science: Instructor, fulling, 1, month, Northern Virginis Comment, 1, month, 1,

A Department of Defense Career Opportunity **National War College** NATIONAL DEFENSE UNIVERSITY

Military and Naval Historian/Military Theorist

Military and Naval Pristotransistance of the National War College invites applications for new senior positions in military and neval history, as well as in military theory. We welcome candinative who can teach military or naval history, with an emphasis on the date who can teach military or naval history, with an emphasis on the modernets and/or the evolution of the theory of war, to include theory for modernets could be at the CS-15 level (depending on experience), are appointments could be at the CS-15 level (depending on experience), are appointments could be at the CS-15 level (depending on experience), are appointment of levels, would be for up to three years, and are no later than the summer of 1993, would be for up to three years, and are nearestable. Candidates should possess a Ph.D., and have an established records as a scholar and should send a letter, together with vitae and three levels of reference, to Captain W. Spence Johnson, Chairman, DMSO (Sark Cammittee, National War College, Ft. Leslie McNair, Washington, DC 20319-6000; fax: 202-475-1745. Applications should be received by 22 May 1992.

International Political Economy

The National War College Invites applications for a senior position in International political economy, with emphasis on the implications of economic power for national security strategy. Appointments could be at the CS-town of the power for national security strategy. Appointments could be at the CS-town of the CS-town

international Relations/Third World

International Kelations/Inited World

The National War College invites applications for a senior position in international relations/third world studies with an emphasis on national security policy. Candidates should be able to teach broad emerging Third World reds which cut across regions and have an impact on national security isses. They should not be limited to one regional specialty. Strengths in policial and economic development are a distinct asset. Appointments outdoor at the GS-15 level, depending on experience, are subject to finding availability, would begin as early as August, 1992, but no later than the rammer of 1993, with a renewable term of up to three years. Candidates should possess a Ph.D., have an established record as a scholar and a tasker, and ideally have had experience at policy levels in the U.S. government. The National War College is an Equal Opportunity Employer, and we encourage women and minority candidates to apply. Applicants should provide a letter and a vitae, and arrange for three letters of recommendation to be sent independently, to Dr. Ronald L. Tammen, Chairman, R. Search Committee, National War College, Ft. Lesley J. McNair, Washington, D.C. 20319-6000; telephone 202-475-1927; fax 202-475-1745. All applications must be received by 22 May 1992.

Rockland Community College, located thirty miles north of New York City, is an open enrollment public Community College serving a diverse, multi-ethnic population. The College is committed to increasing the number of faculty and staff of color and strongly encourages applications from African, Latino, Native and Asian-American candidates.

ENGLISH **POSITION** TENURE LINE

WRITING SPECIALIST eaching 3-4 Freshman Comp courses each semester devoloping denced exposition and technical writing courses and working with the Director of the Writing Center on Assessment.

Requirements include: Master's in English (Doctorate preferred), rei-truit teaching experience, knowledge of instructional issues in teaching writing to multi-ethnic populations, experience with first-year college students. Familiarity with community college preferred. Salary mid \$20s, Send resume and cover letter postmarked no late than time 5, 1992 to:

A Community College of the State University of New York

145 College Road, Suffern, NY 10901

bas in Computer Science required.
Richaersperience highly desirable. Sala7 337, 349. Refer to Position
Rouse as and application or resume
the Resurces Office. 4001 Wakefield
Reprised by June 5, 1992 to NVCC HuCheel Road, Annandale. Virginia 22003.
Science August 16, 1992. EOE/AA.

Comments in Computer Science required.
Resurces Office. 4001 Wakefield
of the following languages: BASIC, PASofficer August 16, 1992. EOE/AA.

Comments in Computer Systems; List-Processing Languages; Programming Language Design;
Autornata Theory: Hybrid Systems; and
Software Methodology. Education to include completion of one course using each
of the following languages: BASIC, PASofficer 4001 Wakefield
Science August 16, 1992. EOE/AA.

Compair Science Interactor. Will reach fewer in SASIC. PASCAL. Assembler, which shall be said. Obod; and LISP is tooke attents in SASIC. PASCAL. Assembler, which analysis best in Cobod; and LISP is tooke attents at a local university level, will be previse computer information of the said and an analysis and attents of the said and an analysis and attents of the said and an analysis and attention of the said and an analysis and analysis and an analysis and analysis and an analysis and analysis analysis and analysis analysis and analysis and analysis and analysis analysis and analysis analysis and analysis analysis

Software Methodolpsy. Education to include completion of one course using each of the following Languages: BASIC, PASCAL, LISP, and Assembler languages. Floure: 9.00 a.m.-5:00 p.m. 40 hours per week at 256,000 per nine months salary. This is a university position, Must have proof of legal suntonity to work permanently in the United States. Please send resume to Illinois Department of Employment Security, 401 South State Street-3 South, Chicago, Illinois 60605. Attention: Jacob Aschenbrenner, Reference PV-IL 3333-A. No calls. Two copies of your resume required. An employer paid advertisement.

Computer Services: Programmer/Analysi.
40 hours / week; 8:00 s.m.:5:00 p.m.;
538,000/year. Job requires: Master's desere in Computer Engineering/Science and
1 year's Programmer/Analysi experience.
Job siso requires: one arraduate fevel course
or the related experience must include each
of the following: 10 Denating system concepts and structures. 2) Relational database
and its implementation. 3) inter processor
communications network of hist performance parallel processing system. Job duties: In charge of a DEC VAXVMS net-

School of Hursing

UNIVERSITY OF MARYLAND

The University of Maryland School of Nursing at Baltimore Is seeking two dynamic and energetic leaders for the positions of:

Chair of the Department of

Education/ Administration/ Health Policy Chair of the Department of Maternal/ Child Nursing

research and scholarship in health care. Located in downtown Baltimore, the School enjoys interdisciplinary relationships with five other professional schools of the University of Maryland, including Schools of Medicine, Dentistry, Social Work, Pharmacy, and Law Also located on the campus are the Health Sciences Library (one of eight designated regional medical libraries in the country), and the The Department of Maternal/Child Nursing includes programs in tertiary care facility, a regional Neonatal Center, the worldrenowned as well as t Shock Trauma Center, and a 324 bed V.A. hospital under construction. The campus is recognized as a national leader in health sciences research, with \$88,500,000 in grant support in 1991.

QUALIFICATIONS

Qualified applicants must hold an earned Doctorate in nursing or a related field, a Master's degree in nursing, and be eligible or currently licensed to practice nursing in Maryland. Significant scholarly productivity, including a proven track record in funded research, and demonstrated teaching excellence sufficient to merit an appointment as associate or full professor are required. Prior teaching and administrative experience in both baccalaureate and graduate nursing programs is desirable. RESPONSIBILITIES

Department Chairs are expected to provide leadership for faculty recruitment and development, program planning and

The School, one of the largest in the nation, is ranked sixth among administration, and fostering research initiatives and innovations in publicly supported schools of nursing and is committed to furthering graduate and undergraduate education. Salary is competitive and mensurate with professional background and experience.

> The Department of Education/Administration/Health Policy is composed of specialty programs in nursing administration, education, health policy and nursing informatics.

University of Maryland Medical System, which includes a 747 bed perinatal/neonatal nursing and pediatrics, including pediatric trauma, as well as the pediatric and OB/GYN primary care nurse practitioner

INSTRUCTIONS FOR CANDIDATES

For best consideration, condidates should apply by May 30, 1992. The University of Maryland is an Equal Opportunity/ Affirmative Action Employer. Minority applicants are encouraged to apply. Candidates should submit a letter of interest, curriculum vitae, and names of three professional references to:

> Ann Moch, JD, RN Search Committee School of Nursing, University of Maryland 855 W. Lombard Street, Beltimore, MO 21201 Tel: 410-328-7846 Fax: 410-328-4231

Faculty - Fall 1992 TAYLOR UNIVERSITY Upland, IN

ART. Three-dimensional art, painting, education, other specialities.

EDUCATION. Two positions in reading, social studies, and/or middle school.

ENGLISH. Writing specialization.

HEALTH, PHYSICAL EDUCATION, & RECREATION. Women's

volleyball/soltball coach; gymnastics, ski general education skills. MUSIC. Voice; contingent upon funding.

Faculty - Fall 1992 TAYLOR UNIVERSITY AT FORT WAYNE

EDUCATION. Specialty in early childhood. ENGLISH. General education courses.
HEALTH, PHYSICAL EDUCATION, & RECREATION. General mentalini, Fri Silona Epotofiloni, at Residentifori, Contest education and elementary education courses.

MATH EDUCATION, COMPUTER SCIENCE, or PHYSICAL SCIENCE, General education courses.

PSYCHOLOGY. General education courses.

GRANIEL General education courses.

All positions require a doctorate or near, statements of Christian fatth and practice, and experience. Write: Richard Stantslaw, Vice President for Academic Affairs, Taylor University, 500 W. Reade Avenue, Upland, IN 46989-1001. Taylor is America's oldest college in the strong evangelical Christian tradition. Taylor is an Affirmative Action, Equal Opportunity Employer.

UPPER IOWA UNIVERSITY Fayette, Iowa **FULL-TIME FACULTY OPENING**

For Fall 1992

Upper lows University is a small, four-year independent liberal arts institution, founded in 1857. The University is located in scenic northeast lows near two large recreation areas. It is within 3-1/2 hours driving distance from Minneapolis, 4-1/2 hours from Chicago, and 3 hours from Des Moines. All teaching positions offer the possibility of teaching for additional compensation in Upper lows University's off-campus centers in Waterloo, lows, and Patrie du Chien, Waconsin, and also in the University's external degree program.

Wisconsin, and also in the University's examined professor, nonEDUCATION GENERALIST. Full-time instructor/assistant professor, nontenure-track renewable contract. Mester's degree required, Ph.D./Ed.D. preferred in curriculum/instruction, reading, or related area and teaching experience in elementary or middle schools. Also expected to supervise student
eachers and field experience clinical students. Commitment to excellent
teachers and field experience clinical students. Commitment to excellent
teaching and advising. Committee participation and service to the University
teaching and advising. Committee participation and service to the University
community is expected. Send letter of application, résumé, graduate transcripts, and three current letters of reference. Send all materials to Dr. Stephen
Regan, Academic Dean, Upper lowa University, Box 1857. Fayette, lowa
52142. Upper lowa University is an Equal Opportunity, Affirmative Action
Employer.

work system. Write system programs in DCL. System Functions and C languages. Strong knowledge of system utilities to create and mainyain an efficient computing environment. Use NCP to conflaure and control network. Write applications programs in C. Pascal and Cobol. Training of and supervision of other system users. Qualified applicants should send resume and workscapillants should send resume and workscapillant should send resume and the strong send of the system of the system

DEPARTMENT OF EDUCATIONAL ADMINISTRATION

Tenure-Track Position

The Position: The department is seeking a highly talented individual to fill a tenure-track position in the areas of qualitative research methods, organizational studies, leadership theory or related areas. Rank is open, but experience as a published scholar, dissertation advisor, and instructor is preferred. We are especially interested in a person who brings strong theuretical and methodological training from the social and behavioral science disciplines to the study of education. The department seeks to strengthen its emphasis on field based, applied research on significant issues related to educational organizations.

organizations.

Cantifidates must have a demonstrated capacity for conducting field-based, applied or policy research as well as the potential for contributing to the advancement of the knowledge base within education. A strong record of quality teaching is also required. An earned doctorate is required. An appointment at the rank of associate or full professor requires a sustained record of nationally recognized research and scholarship, graduale teaching, and professional service.

The anticipated starting date for the position is September 15, 1992, or as soon as possible thereafter. Salary is competitive; benefits are exceptional. soon as possible therealter. Salary is competitive; benefits are exceptional. The Department: The department seeks to be on the forefront of theoretical and methodological advances in educational administration. The faculty is small, nationally prominent, and highly collaborative. The department and the University offer an exceptional environment for conducting research and icholarship. The department offers academic programs for administrative certification, a master's degree, and doctoral study (Ed.D. and Ph.D.). Current department initiatives include the Utah Education Policy Center, an innovative professional doctoral program (Ed.D.) with a strong field-based component, and the introduction of greater computer technology emphasis in preparation programs. The department has housed UCEA's Educational Administration Quarterly (EAQ) and The Review of Higher Education (RHE), and operates the intermountain NABSP Assessment Center.

Application Information: Screening of applications will begin on May 20, 1992, although the search will continue until the position is filled. Each candidate should submit the following:

1. A letter of application

UNIVERSITY

A comprehensive vita.Samples of 2 or 3 published or unpublished scholarly works. Evidence of quality teaching.
 At least 3 letters of recommendation.

Please address inquiries, applications, and nominations to: Ors. Rodney T. Ogawa and Ann W. Hart Co-Chairs, Search Committee Department of Educational Adminis Graduate School of Education 339 Milton Bernion Hall The University of Utah Salt Lake City, Utah 84112 801-581-6627

The University of Utah is an Equal Opportunity, Affirmative Action Employer Women and minority applicants are encowaged to apply.

résumé, and list of three references (addresses and phone numbers) to: Dr. G. Artian Toy, Head, Construction Department, Southern College of Technology, 1100 South Marietta Parkway, Maristia, Georgia 30066-2806. Applications will be accepted until June 12, 1992. Southern Tech is an Equal Opportunity. Affirmative Action Employer.

Counseling: Counseling Center Staff Psychologists. Provide thit range of psychological services; teaching in College Student Personnel graduate program possible. Center has IACS accreditation, emphasizes brief counselingtherapy model. Full-flime, nine-month academic staff pastigos begins August 31, 1992. Solary: 325,000. Required Ph.D. or 6d,D. in counseling or clinical psychology, internship in university counseling conter or counseling experience with college see students. Prefer experience with college see the counseling concerns, background in diversity/multicultural issues. Seed letter of interest, vita, official trusscripts, three letters of support to: Jon Hagesech. Ph.D. Director, Counseling and Testing Center, University of Wisconsin-La Crosse, La Crosse, Waconsin-S4601. All materials must be received by June 8. Alphabetical list of nommers and applicants, without differentiation, may be released after dendline. Women, amortiles encouraged to spriy. AA/EOE.



KEAN COLLEGE OF NEW JERSEY

FACULTY POSITIONS 1992-93

Kean College occupies 150 acres on adjoining campuses in auburban Union and Hillside, New Jersey, less than 20 miles west of New York City. We offer 48 academic degree programs on the undergraduate and graduate levels in liberal arts and sciences, education, and other professional areas. The College seeks to build a multicultural professional community to serve a richly diversified student population of 12,000 (7,800 FTE's) and continues in its progress toward that end. Members of minority groups and women are strongly encouraged to apply. encouraged to apply.

SCHOOL OF BUSINESS, **GOVERNMENT AND TECHNOLOGY**

Department of Management Science/Marketing (search extended). Assistant Professor, tenure track. Teach undergraduate courses in marketing management, marketing research and industrial marketing. Either doctorate or ABD and previous teaching experience required. Chair: Dr. Marcel Fulop.

Department of Public Administration/Health Services Adminiatration. Assistant Professor or Associate Professor, de-pending on Individual's curriculum vitae, tenure track. Teach graduate courses in expanding MPA program and under-graduate courses in baccalaureate Public Administration program. Assist in administration and continuing develop-ment of growing concentration in Health Services Adminis-tration. Candidates should have expertise and experience in tration. Candidates should have expertise and experience in some aspect of health policy, planning and/or administration. Academic qualifications essential in one or more of the following public administration subfields: Organizational Theory/Behavior and Management; Public Personnel Administration; Budgeting. Ph.D. in Public Administration or related field and teaching experience, preferably at graduate level, required; practitioner experience highly desirable. Chair: Dr. Dawood Farabl.

Department of Technology/Mechanical Contracting, Associate Professor, tenure track. Teach courses in Mechanical Blueprint Reading, Mechanical Equipment, Estimating (both traditional and computerized), HVAC Design, Mechanical Controls, and Project Management. Provide course development for Mechanical Contracting Technology program. Pursue active involvement with Mechanical Contracting Industry sue active involvement with Mechanical Contracting Industry in Immediate geographical area. Coordinate and supervise Mechanical Contracting students in Cooperative Education Program. Master's degree in Mechanical Engineering, Technology or Engineering-related field required; doctorate preferred. Teaching and Industrial experience desirable. Chair: Dr. Marvin Saranin.

SCHOOL OF EDUCATION

Department of Special Education and Individualized Services/Learning Disabilities. Assistant Professor, tenure track. Teach graduate and undergraduate courses in curriculum and methodology for all exceptionalities, including physiological psychology, psychological testing, and LDTC assessment. Knowledge of curriculum development and adaptation for mild/LD populations required. Familiarity with computer usage and special education technology desirable. Conduct of research and involvement in professional activities expected. Doctorate and teaching experience with exceptional children required. LDTC certification preferred. Chair: Dr. Elaine Fisher.

ADDITIONAL INFORMATION ON ALL FACULTY POSITIONS

APPLICATION: Candidacy review begins on or about MAY 29, 1992 and continues until appointment is made. Service commences September 1, 1992. Send letter of interest, current résumé, addresses and telephone numbers of three references who can comment on candidate's professional qualifications. Apply to chair as indicated. ADDRESS: KEAN COL-LEGE OF NEW JERSEY, Morris Avenue, Union, New Jersey 07083. SALARY: Competitive and commensurate with aca-demic qualifications and experience. BENEFITS: Compre-hensive benefits program included,

KEAN COLLEGE IS AN EEO/AA INSTITUTION.

Counseling: Training Director, Counseling and Consultation, Arizona State University, Tempe, Arizona Under administrative director, provides recruitment of doctoral interns and puncticum students, administrates and puncticum students, administrates and puncticum students, administration program and practicum program; provides professional counseling services to students with emotiumal, social, educational, and vocational problems. Qualifications: Doctomet in Clinical or Counseling. Psychology or equivalent from an accredited college or university. Counseling Psychology or equivalent from an accredited college or university. Three years postuloctoral counseling experience. Experience in administration of intern Irolina

consense concentration that Central University, Tenure-track opening. Instructor or Assistant Professor in Counselor Ichication, Position available August 17, 1992. Public school experience required, Earned doctorate desired. Teach graduate courses in counselor education; undergraduate courses in professional education; supervise student teachers. Salary competitive; instrumee and other bentits included. Mimorities are encoursed to aprily lace, and continue until filled, Sand letter of application, resume of work experience, transcripts of college work, names and ediresses of contacts for recommendations to: Dala Hayden, Personsol Office, East Central University, Ads. Oklahoma 74820. Host Central University is an EEO/AA.

curriculum vitas and three letters of refrence. Send to: Human Resources, Arizona State University. Tempe, Arizona State University. Tempe, Arizona State University. Tempe, Arizona State University. Tempe, Arizona State University Department of Sociology invitos applicants for a 1 year lecturer appointment bealming August 1992. The appointment will be responsible for teaching three classes each semester including: introduction to Criminal Justice, Criminatogy, and two pla surfaces of services including appointment of the company of the comp

Medcenter One College of Nursing **FACULTY**

Energetic and committed nursing faculty to leach in our research-based curriculum which is grounded in the nursing model and leads to the BNSC degree and research-based practice. Nursing science and practicum courses focus on constructs pertinent to professional nurs-ing (Therapeutic Humen Environments, Human Phenomena, Human Crises, and Lifestyle Health Problems). Earned Doctorate preferred, Master's required. Backgrounds in speciality areas of Psychiatric Men-tal Health Nursing and Medical-Surgical Nursing preferred, all special-ties considered. Prefer experience in higher education leading to a professional degree in nursing. Full- and part-time positions available. Salary negotiable. Attractive benefit package and community environ-ment conducive to family living. Interested applicants please contact:

Chair of the Faculty Search Committee Medcenter One College of Nursing 512 North 7th Street Bismarck, ND 58501 (701) 224-6734

medcenter one.

Equal Opportunity Employer



Social/Behavioral Science

Faculty member in the School for Adult and Experiential Learning (SAEL) to work with non-residential M.A. students pursuing individualized programs. Interest in student thesis development essential. Some teaching in the weekend adult B.A. program. Ph.D. required. Multi/cross-cultural orientation and experience with adult/graduate students and/or external degree programs desimble. Clinical experience in counsoling or psychology an asset. Full-time position, starting September 1, 1992.

Antioch University is known for its tradition of educational innovation. SAEL, along with Antioch College, is located in Yellow Springs, Ohio. The University also has campuses in southern California, New England, and Seattle. The village of Yellow Springs is a progressive community addining a nature preserve and is only a short distance from Dayton, Cincinnati, and Columbus.

The Search Committee will review applications as received until the position is filled. To apply, send a statement of interest and qualifications, complete résunté, and contact information for three references to Dr. Elliot Robins, Antioch University, SAEL, 800 Livernore Street, Yellow Springs, Ohio 45387; 513-767-6321.

Antioch University is an affirmative action, equal opportunity employer. Applications from women and minorities are encouraged.

TUSKEGEE UNIVERSITY

Tuskegee University is a private, state related coeducational university com-posed of six schools and the College of Arts and Sciences which has an enrollment of about 3700 students who come from 47 states and 32 countries. The College of Aris and Sciences has the following tenure track position

Biology (1) Chemistry (1) English (1) Mathematics (2)

Physics (1) Political Science (1) Social Work (1)

Head of Department - Reading and Study Skills Development Center Training: Master's Degree is required, the Ph.D. is preferred. Applicants must have a minimum of two years' college teaching experience with a record of

Salary: Competitive and commensurate with qualifications and experience Starting Date: August 1, 1992 Application Deadline: May 20, 1992

Qualified applicants should submit a letter of application, current vita and

Dr. Ollie C: Williamson
Dean, College of Arts and Sciences
Tuskegee University
The Carver Research Foundation
Room 6
Tuskegee, Alabama 36088

Criminal justicer Kentucky Westevan Col-lege anticipates a tenure-track opening in the Criminal Justice Program starting in the full of 1992. Assistant Professor of Criminal Justice. Responsibilities will princerily be in the area of Folice, Courts, and Law. Rank/ salary contingent upon completed exaden-ic degrees and experience. Education. a Ph.D. in Criminal Justice or relaped disci-pline preferred. J.D. with Master's in Crim-inal Justice or ABD's who are near comple-tion will be considered. Potward jetter of application, current with, transcripts and

POSTDOCTORAL ASSOCIATE

THE UNIVERSITY OF IOWA

POSITIONS

Please contact the appropriate department to express your specific interest ANATOMY - Dr. Joe Dan Coulter, Professor and Head, Howen Sorra ANESTHESIA - John H. Tinker, M.D., Professor and Head

BIOCHEMISTRY - Alan G. Goodridge, Professor and Head, Bove DERMATOLOGY - John S. Strauss, M.D., Professor and Head, or Kenzo Sato, M.D., Professor; 2 Boyd Tower, General Hospital. A ponthetoral research associate for the study of electrophysiology of cultured edi. INTERNAL MEDICINE - Openings available in all distiplines in definiternal Medicine Department, College of Medicine, University of losa Contact Francois M. Abbond, M.D. Professor and Head; or Daris Gordt, Administrator, Phone 319/356-2850.

MICROBIOLOGY - Dr. J. Markovetz, Professor and Acting Head, Boy

NEUROLOGY - Postdoctoral associate positions are available in Cognitive Neuroscience, Neurophysiology, Neurobiology, Cerebrovascular Diseases, Epilepsy, Sleep, and Neuroinuscular Diseases, Antonio R. Danise M.D., Professor and Head, 2151 Roy Carver Pavillon.

PATHOLOGY - Dr. Richard G. Lynch, Professor and Chairman, 14 Medical Laboratories Research Activity in all areas of pathology. PEDIATRICS - Dr. Frank H. Morriss, M.D., Professor and Head PHARMACOLOGY - Dr. P. Michael Conn, Chairman and Head, Dow. en Science Building. Openings available in all areas of pharmacology and toxicology.

A Ph.D. or equivalent is required. Desirable qualifications are based or Project Inverstigator's interest for research. Women and immortus are couraged to apply. The University of Iowa, College of Medicine, lost City, Iowa, 52242, is an Equal Opportunity, Affirmative Action Employer

UNIVERSIT

Graduate Programs in Education

Antioch University Seattle's Education Program offers an individualized M.A; an M.A. that includes teacher certification; and a teacher certification only track. The Education Program embodies the escace of adult learning; balancing scholarship, self-determination, personal change, and social responsibility. These degree programs serve mid-career professionals who seek leadership opportunities is schools and other educational environments. We are seeking applicants for: Core Faculty (2 full time positions).

Responsibility for teaching and advising in an interdisciplinary cohort K-8 teacher certification and M.A. program. Assignment include: teacher preparation courses, classroom observations of student teachers, advising and assessing students and supervising action research. Doctorate in Education preferred. K-8 teaching action research. experience, knowledge of current, innovative educational theory at practice, and strong toam work skills required. Experience with soll in self-directed education desirable.

Salary commonsurate with experience. Application deadline forces of the positions is June 30 with a starting date of August 15. Theoher position will remain open until filled with a negotiable starting date. For application information contact the Education Programs, Antich University Seattle, 2607 Second Ave., Seattle, WA 98121. Phone (206) 441-5352, X5600, FAX (206) 441-3307, AA/EOR.

tion of Assistant Professor In secondary education. This is a tenure-lack, nine-month position. Minimum qualifications: earned doctorate in education, public school teaching experience, and record that indicates leadership, research, publication, and service potential. Teaching experience in teacher education and conceatration in mathematics proferred. Duties include, but are not limited to: (1) advising mathematics education students at undergraduate and graduate levels and serving on doctoral complitates; (2) teaching methods courses; (3) supervising secondary student teachers; (4) teaching undergraduate and graduate classes in the areas of curriculum and instruction and foundations of ducation; (5) providing service to secondary schools of Mississippi; (6) conducting research and sharing results in referced journals and at conventions of recognized professional organizations; and (7) other university duties. Salary agoliable. Applications with the accepted through June 30, 1992, or until the rosition is filled. Submit letter of spriication, returned, all trascripts, and three letters of recommendation to: Dr. Net Amos, Head, Curriculum and Instruction, P. O. Box 6331, Mississippi State, Mississippi 39762, EOE/AAE. Minorities are encouraged to apply.

Devlance, Social Problems). This is a young, propressive, multidisciplinary department with faculty in Criminal Justice, Sociology, Social Work, and Antaropology. Conditation with the Ph.D. are preferred but consideration will be given to those with ABD status who have strong teaching credentals. Highly competitive salary. Please send vits and three letters of reference by May 20, 1952 to: Patrick Kinfarde, Chair, Search Committee, Department of Sociology. Box 30790, Texas Ciriatian University, Perses send vits and three letters of reference by May 20, 1952 to: Patrick Kinfarde, Chair, Search Committee, Department of Sociology. Box 30790, Texas Ciriatian University, Person Worth, Toxas 76129. TCU is an Equal Opportually. Affirmative Action Employer. Women and minorities are especially encouraged to apply.

Criminal Justice or Note of the Sociology of Paychology is a specially encouraged to apply.

Criminal Justice or Replace of the Sociology of Paychology of Paychology of Paychology in the Criminal Justice or Replace of the second teaching field. Teach primarily in the area of Sociology of Paychology, but shall yellow the second teaching field. Teach primarily in the area of Folice, Courts, and Law Ranky salary contingent upon completed academs. Ph.D. in Criminal Justice or ABD's who are near complete too, will be considered. Portward festire of application, will be considered. Portward festire of application, current vita, transoripts and specification, current vita, transoripts and provention to the part of the par

tion/activation and the role of neutroshin neriodontal dasease, specifically, to study of neutrophil components such as fee formy? replide receptor, using makerablology techniques such as PCR, geocciaing and sequencing, site-directed multiple seases, and expression in bacterial as with manumalian systems. Non-phagocytic edit (such as human sperm cellul shows to the formy) peptide recepts will the be studied. Applicant will be laveled to studied. Applicant will be laveled on expression to the formy peptide recepts will the studied. Applicant will be laveled as ended to the formy peptide recepts will be studied. Applicant will be laveled as expression for the necessary qualification at the formy peptide recepts will be compared to the formy periodoral desarrates and their relation to periodoral desarrates and the formy periodoral desarrates publication in per review for exactly periodoral binding assays, as evidenced recognized meetings. Five days, 37 see week, \$22,000 annually. Apply with committee and three letters of reference and equal Opportunity. Affigurity & Foster Hall, Buffalo, New York alls. See are an Equal Opportunity. Affigurity & form the properties of Development: Director, Athletic Berthment, St. Mary's College teets a person manage all aspects of the athletic landom manage all aspects of the athletic landom ing program. Duties include development of major gift prospects; execution of programs such as direct mail campaign, the athors, even fund raisints; magnetical a volunteer board, Requires; Machari a volunteer board, Requires; Machari a volunteer, minimum three years is an admitted or experience; excellent oral and witnesses experience; excellent oral and witnesses of munication skills; guittude for (athletic station of the college) of the college of the co

Developmental Education: Basic State in Atructor, Learning Centers Coordinate in Serve as instructor and coordinate in Feather River Consumity Culter Leave Feather River Consumity Culter Leave ing Centers, Responsible for basic and

UNLV

ASSISTANT/ASSOCIATE PROFESSOR OF MANAGEMENT INFORMATION SYSTEMS & VISITING PROFESSOR OF MANAGEMENT INFORMATION SYSTEMS

RESPONSIBILITIES: Teaching responsibilities are in the area of MIS at the undergraduate and graduate levels. The teaching load is 9 semester hours for tenure track, 9. 12 samester hours for visiting, with two preparations. Additional responsibilities include research, advising addents, serving on faculty committees, and community

CLAUFICATIONS: Assistant/Associate Professor—Ph.D. inMIS. Appointment at associate level requires extensive research and teaching experience. Preference will be given to applicants with teaching/research backgrounds in one or more of the following areas: Data Communications, Object-Oriented Systems and Programming, Database

Systems, Systems Analysis and Design.
Veing Professor—Ph.D. in MIS preferred, A.B.D. in MIS MARY: Competitive with attractive fringe benefits.

THE SETTING: UNLY is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upand coming "colleges and universities in the U.S. Located nosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of \$50,000 residents.

APPLICATION: Position available Fall semester 1992. Send latterofapplication to: William A. Newman, MIS Coordinator, Department of Management, College of Business and Economics, University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, Nevada 89154-6009. Review of applications will begin May 1, 1992, and will continue until the position is filled.

UNLV is an AA/EEO employer.
AYOUNG, PROUD, AND GROWING UNIVERSITY

Professor of Public Health Management and Policy School of Public Health

University of Minnesota

The University of Minnesota School of Public Health seeks a distinguished hald manager/scholer for a tenured full professorship who will provide lead-culty in developing education programs in public sector health systems. He/ his is expected to undertake research, generate grant support, teach and white sudents at the master's and doctoral levels, and provide a role model to station and businesseless.

The secessful candidate will possess a record of national recognition for continue scholarship with substantial management and/or policy experience. Maximum qualifications include a doctorate, ten years of combined experience is experience in experience and professor with a scholarly seculty roles, with a scholarly second consistent with the School of Public Health's criteria for a full professor. The position is located in the Division of Health Management and Policy within the School of Public Health. The Division is highly ranked nationally in preparing basis transgers and its seeking to expand its locus in preparing leaders for public sector health systems.

Please send applications and nominations by August 31, 1992 to: Robert L. Venings, Ph.D., Professor Hasith Management & Policy University of Minnesota C309 Mayo, Box 97 420 Delaware St., SE Minneapolis, MN 55455

The University of Minnesota is an equal opportunity educator and employer.

tend this, developmental and related the decades curricules, and services for office didner. Minimum qualifications: Applications with specialty in reading or leading or leadin

Application, job description: FRC 1992, and continue until the position is RC 1110, Quiecy, Catifornia Aliemative Action Employer and eacourages women and minority persons to apply ages women and minority persons to apply

lab Childhood Education: Northwest Miser Sate University invites applications as the university invites applications in team whereity invites applications have position in the Department of Curricular Invited Invit

University of Central Florida College of Education

Department of **Educational Foundations**

CURRICULUM AND INSTRUCTION **GENERALIST**

The Department has 21 full-time faculty and provides courses for both under-graduate and graduate degree programs including the Erl.D. in both C&I and Ed. The opening is a tenure earning position at the assi./assoc. level for Fall, 1992.

Dutles:
Teach undergrad, courses in general nethods and thinking skills development, grad, curriculum courses,
Supervise student teachers.
Service and scholarship.

Qualifications:

Earned doctorate in Curriculum and Instruction or in related field by appointment date.

Public school teaching experience. Application screening will begin june 18, 1992 and will continue until the po-

Submut letter of application, résumé, copy of doctoral transcript, and three letters of recommendation to: Generalist Search Committee Education Foundations College of Education University of Central Florida Orlando, Florida 32816-1250 Far (407) 823-5135.

UCF is an EEO/AA employer; applicant records available for public review.

PRAIRIE VIEW M2A UNIVERSITY

Potential (natruotor vacancy, M.A. requirad; Ph.D. preferred. Teach 12 hours (8 hours funde-mentals, 6 hours advanced Spaech, 3 hours credit for direction of Forensio program.

AA/EEO. Send tetter and resum to Dr. M. F. Eiland, Head

Dept. of Communications,

PVAMU, P. O. Box 158, Prairie View, TX 77448-0156.

YOUNGSTOWN STATE UNIVERSITY

Youngstown State University invites nominations and applications for nine-month faculty positions in the Schools/Colleges listed below. Filling of these positions is contingent upon availability of funds. YSU is a state-assisted urban institution located in northeastern Ohio amilds numerous cultural and recreational resources of a large metropolitan area. It has an enrollment of approximately 15,000, and a wide variety of academic programs. Its 480 full-time faculty, including department chairs, services seven colleges and schools. Unless noted otherwise, the following positions are available Fall Quarter 1992 (September 15)

COLLEGE OF ARTS AND SCIENCES

Health and Physical Education. Instructor or Assistant Professor. Master's in Exercise Science or related field, college teaching experience and ACSM Health/Fitness Instructor certification. Preference for candidates with Ph.D. and proven expertise in one or more of the following: Athletic Training, Techniques of Coaching. Track and Field, Golf, Archery and/or Fencing. Apply by May 18, 1992 to: Dr. Barbara L. Wright, Chair.

Philosophy and Religious Studies. Assistant Professor. Areas of competence (as many as possible) include Religion and Ethics, New Testament, World Religions, History of Christian Thought, and Religion and Society Doctorate in religion of theology, area of specialization open, but within listed areas of competence, strong teaching record and publication potential preferred. Apply by June 1, 1992 to: Dr. Thomas A. Shipka, Chair

record and publication potential preferred. Apply by June 1, 1992 to: Dr. Thomas A. Shipko, Chair Political Science. Instructor or Assistant Professor. Duties include leaching introductory American Government and upper-level undergraduate courses in Constitutional Law, the American Executive, and Legislature and advising Pre-Law students. Ph.D. or nearing degree completion. Apply by June 1, 1992 to: Dr. William C. Binning, Chair. Sociology, Anthropology and Social Work. Assistant Professor. Duties include teaching, research and writing. Ph.D. in Sociology. ABDs expecting Ph.D. in very near future will be considered. Preferred areas of concentration: complex organization, gerontology, mittority groups, political and urban sociology, with an interest in applied sociology. Apply by June 1, 1992 to: Beverly Gartland, Chair.

SCHOOL OF EDUCATION

Counseling. Assistant Professor Duties include teaching Master's level counses in CACREP-accredited action counseling and community crunseling programs, advisement and supervision of counseling practice and internships and participation in ongoing departmental planning and development. Declorate in counseling and licensed or license-eligible as Ohio Professional Clinical Counselor or Psychologist; successful experience in Clinical Counseling, graduate level teaching and demonstrated scholarship; attengths in research and evaluation and/or multicultural counseling preferred. Apply by May 18, 1992 to: Chair, Search Committee.

Educational Administration. Associate or Assistant Professor. Earned doctorate in Educational Administration or related field, successful experience in one or more senior central office administrative positions (superintendent, assistant superintendent, etc.), university leaching experience, publication, and experience on dissertation committees. Apply by May 18, 1992 to: Dr. Robert J. Beebe, Chair.

tees. Apply by May 18, 1992 to: Dr. Robert J. Beebe, Chair.

Blementary Education and Reading. Two positions (one temporary). Assistant Professor. Duties include teaching campus and field-based undergraduate and graduate courses in elementary/middle childhood education, advising graduate students and developing curriculum. Doctorate professed, three years' elementary/middle school teaching experience required, strong potential in research and scholarship: commitment to preservice teacher education experience required, strong potential in research and scholarship: commitment to preservice teacher education university/college teaching experience desirable. For one position, emphasis in Social Studies Education: applicants with background in Middle Childhood Education especially encouraged to apply. For the other position, emphasis in curriculum and instruction; applicants with background in Science especially encouraged to apply. Apply by May 18, 1992 to: Dr. Janet L. Beary, Chair.

Foundations of Education. Assistant Professor. Duties include teaching undergraduate and graduate courses in general Foundations of Education areas with major responsibility teaching graduate-level course in History of Education and undergraduate courses in School and Society and Introduction to Education. Social Foundations and/or policy studies background with higher education experience desired; record of scholarly publications; three years' satisfactory elementary or secondary teaching experience or comparable experience in approved setting Apply by May 18, 1992 to: Dr. Peter A. Baldino, Choir.

Secondary Education. Assistant Professor. Duties include teaching undergraduate methods courses and supervising field and clinical experiences, teaching graduate courses in curriculum theory and development, supervision, instruction or curriculum. Doctorate with specialty in field related to teacher education; three years' teaching experience or equivalency, interest and knowledge of critical reflectivity preferred; evidence of potential for scholarship in area related to leacher education, curriculum, instruction or critical reflectivity. Apply by May 18, 1992 to: Dr. Donna McNiemey.

McVierney.

Special Education. Assistant Professor. Duties include teaching classroom management and methods in a field practicum in teacher certification programs for mildly disabled children, and other upper level and graduate courses in areas of expertise, and supervising student teachers. Doctorate in Special Education; three years' teaching experience with learning disabled and/or mentally retarded children; strong commitment to field-based/clinical teacher education; demonstrated interest in research; collaborativa and/or regular education experience destrable; expertise in ECSE, G/T and technology destrable. Apply by May 18, 1992 to: Dr. Jack D. Dunsing, Chair.

Salaries are competitive. Applicants should send (1) a letter of interest, (2) a current résumé, (3) an official transcript, and (4) the names, addresses and telephone numbers of three references to:

Youngetown State University 410 Wick Avenue Youngstown, Ohio 44555

YSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

FACULTY FULL-TIME

Triton College is looking for faculty for fall, '92. Teaching experience strongly preferred. "Master's degree in area required or " specific credentials.

Tenure Track Positions

*Art (Advertising Art, Painting) #F-1
*Music (Vocal & Chorai Music) #F-2
*Speech (Theater Director & Speach) #F-3
*Associate Degree Nursing #F-4
*French with Spanish #F-8
*Photo Offset/Crephic Arts #F-7
*Photo Offset/Crephic Arts #F-7
*Biology (Anatomy & Physiology) #F-8
*Biology (Micro & Ganetics) #F-9
*Chemistry (Goneral & Organic) #F-10
*Health & Physical Education #F-12
*Respiratory Care #F-13
*Librarian #F-14
*Pagary Position for 1 year

Temporary Position for 1 year

**Electronics #F-15 All hiring will be contingent upon budget constraints. Please send a cover letter, résumé and transcripts indicating position title and # of

of recommendation to: Head, Department of Curriculum and Instruction, Post Office Box 5787, Fort Valley State College, Fort Valley Glorgia 31030-3298, An Equal Opportunity, Affirmative Action Employer.

Early Childhood Education: Tempe-track position for neathlant professor beginning August 24, 1992. Prinary responsibility to teach graduate and undergraduate courses in early childhood education lachding an Emergent Literacy course, References and application must show potential for scholarly productivity. Earned doctorate in Early Childhood Education or Elementary Education and Education or Elementary Education and Education or Elementary Education and Education or Elementary Education of Elementary Education of Elementary Education Education or Elementary Education of Elementary Education of Elementary Education of Elementary Education Education of Elementary Education of Elementary Education Education of Elementary Education Education of Elementary Education Education of Elementary Education Education Education Education of Elementary Education Educat

CLARKSON UNIVERSITY Visiting Faculty Position Department of Economics and Finance

Clarkson University invites applicants for a one-year, visiting faculty position in finance beginning fall 1992. Doctorally qualified candidates at all ranks will be considered. Candidates should have an active research agenda and evidence of superior teaching at either the undergraduate or graduate levels Clarkson is currently reviewing applications. Position will remain open until filled. Submit application and CV immediately to the Finance Recruiting Committee, Department of Economics and Finance, School of Management, Clarkson University, Potsdam, NY 13699-5785. Clarkson University is an AA/EOE. Pos. #377.

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ter's degree and commitment to completion of doctorate required. To guarantee consideration, seed teter of application, ridume, complete credentials and three letters of recommendation by June 1, 1992 to Dr. David Clinefelter, Vice President for Academic Affairs, Graceland College, Lamoni, and College, and C

Resources
College
h Avenue
vs. IL 80171

Losation or Curriculum and instruction with a specialization in Early Childhood Education and a record of recent teaching of young children. Send letter of subjection with a specialization in Early Childhood Education and a record of recent teaching of young children. Send letter of subjections with less transcripts and three tetters of refers vites, transcripts and three tetters of refers the control of Education, Indiane State University. Fore Healt Indiane State University. Fore Healt Indiane Arrivance of Economics and subject of Human Resources. Prosthurs State University, Frostburs, Maryland College of Human Resources, Prosthurs State University, Prostburs, Maryland Prostruction of the College of Human Resources, Prosthurs State University, Prostburs, Maryland Prostruction of the College of Human Resources, Prosthurs State University, Prostburs, Maryland Prostruction of Human Resources, Prosthurs, Maryland Associate Director of Human Resources, Committee for Economics, and the demonstrate above-average teaching a charge of thought. Bug deen constrate above-average teaching a constrate above-average teaching a constrate above-average teaching and process of the proteins and creative in the constrate above-average teaching a constrate above-average teaching and the process of the constrate above-average teaching a constrate above-average teaching a constrate above-average teaching a c

Economics: Two openings for a visiting pro-fessor at any rank for Academic Year 1992-1993. The candidate must have a Ph.D. in



CLARK ATLANTA UNIVERSITY School of Education

The School of Education at Clark Atlanta University provides programs of educational study at both the undergraduate and graduate levels. Applications are now being invited for the following positions. DEPARTMENT OF COUNSELING AND HUMAN DEVELOPMENT

Chair—Docturate degree required in Counselur Education or Counseling Psychology as well as experience as a school counselor and teaching at the university level. Must have evidence of scholarly productivity and research and academic leadership ability.

Assistant/Associate Professor (1 position)—Doctorate degree required in Counselor Education or Counseling Psychology and experience as a school counselor. Responsibilities include toaching graduate rourses in counseling education, thesis and dissertation advisement, and conducting research and scholarly activities.

DEPARTMENT OF EDUCATIONAL LEADERSHIP Assistant/Associate Professor (1 position)—Doctorate degree required in Educational Administration, experience in public school teaching and administration. Responsibilities include teaching graduate courses in educational leadership, organizational hehavior, school avoid administration and supervision of instruction, thesis and dissertation advisement, and conducting research and scholarly activities.

DEPARTMENT OF CURRICULUM Assistant/Associate Professor, (1 position) Early Childhood Education— Ductorale degree required in Early Childhood Education with a specially in cognitive development and learning, evidence of schularly productively and research, experience us an early childhood teacher and evidence of academic bradership. Responsibilities include teaching undergraduate and graduate courses in methods of teaching, curriculum planning and advising undergraduate and graduate students.

Assistant/Associate Professor, Mathematics Education (1 position)— Dactorate degree required in Mathematics Education and experience in public school teaching. A knowledge of and experience with computers in teaching destrable. Responsibilities include teaching undergraduate and graduate course in mathematics education, student advisement and conducting research and scholarly activities.

Assistant/Associate Professor, Physical Education (2 positions)—Doctorate degree required in Health and/or P.E., established record of research, publication, and/or grant activity, university teaching experience and/or work experience in urban settings. Responsibilities include teaching undergraduate activity courses in Health and P.E. Emphasis in the area of Exercise Science/Fitness preferred.

DEPARTMENT OF EXCEPTIONAL STUDENT EDUCATION DEPARTMENT OF EXCEPTIONAL STUDENT EDUCATION Assistant/Associate Professor (1 position)—Doctorate degree required in Special Education with extensive preparation in MENTAL RETARDATION, experience in teaching mentally handicapped students and evidence of significant contributions in research, teaching and service. A special focus at the early childhood level is preferred. Responsibilities include teaching and advising graduate students, conducting research on the education and treatment of mentally retarded children and adolescents and developing and supervising practicum experiences. Assistant/Associate Professor (1 position)—Doctorate degree required in Special Education with extensive preparation in the area of LEARNING DISABILITIES. Evidence of scholarly activities and research in Special Education, teaching and service. Two or more years of teaching experience with handicapped students preferred. Responsibilities include leaching graduate courses, advising students and developing and supervising practicum experiences.

All positions are tenure track and available immediately. Experience in

All positions are tenure track and available immediately. Experience in writing grants and proposals desirable. Rank and salary based on qualifications. Experience in multicultural education helpful. Submit a letter of application, curriculum vitae, and the names of three references. Search will remain open until positions are filled.

Office of the Dean School of Education Clark Atlanta University James P. Brawley Drive at Fatr Street, S.W. Atlanta, Georgia 30314

Clark Atlanta University is an Equal Opportunity.

Affirmative Acilon Employer.



Faculty member sought for a one- to three-year non-tenure earning position effective September 1992. The Human Studies Department emphasizes excellence in teaching. A Ph.D. in Social Psychology, Sociology, or Criminal lastice is required. Teaching load is 12 hours per semester. Undergraduate teaching experience sought in: Criminulogy, Criminal Investigation, Corrections, Criminal Law and Procedure, and Ethical Decision Making. Formal experience as a member of the Law Enforcement Community is highly desirable. Courses offered at off-campus siles near Boston and on-campus courses offered at the main campus in Springfield, Massachusetts. Minority candidates are encouraged to apply. Applications received before May 29, 1992 will receive full consideration. Send letter, résumé, official transcripts of all post-secondary education, and three references to:

Office of Personnel Services Western New England College 1215 Wilbraham Road Springfield, MA 01119

Western New England College is an Equal Opportunity Employer,

Editor: The Gladstone Institutes, a medical research organization located in San Francisco, is socking an Editor/Writer. Responsibilities include comprehensive editing of scientific manuscripts: writing various quarties including newsletters, press releases, etc. Must have 1 + years scientific ediling and writing experience. Degree in scientific field preferred, Strong computer skills and desktop publishing required. Sent résumé, salary history and writing sample for Olidstone Institutes, Position A92-031c, P. O. Box 419160, San Francisco, California 94141-9100. EOE.

Education: University of Abaka Fairbanka. Tenure-track. Assistant Professor position beginning August 15, 1992. Located in Dillingham, Alaska with the field based teacher education program. Doctorate required in area of education or closely related field. Instructional expensits in the area of middle/secondary school. Information: Center for Cross-Regional Education Pro-

grams. College of Rural Alauka, University of Alaska Pairbunks. Pairbunks. Alaska 99775-1445; 4901 474-6432. The University of Alaska us as EO/AA Employer and Educational Institution. Persons hired by the University of Alaska must comply with provisions of the Federal Insignation Reform and Control Act of 1986 and are expected to possess a valid social accurity number. Crosing date: June 5, 1992.

Educations One-year assistant professor position to teach courses in educational foundations and methods of instruction. May also supervise students in clinical settings. Master's degree required in geometry education or a related field. Three years of teaching experience in public schools required, college level teaching experience preferred, Must be available by August 20, 1992. Send letter of application, resume, and names, addresses, and telephone unspects of three references to: Dr. Cleoffrey Coward, Director of Teacher Education of the programme of the control of

DEKALB COLLEGE

A Unit of the University System of Georgia es the following anticipated faculty oppo

DeKally College, located in metropolitan Atlanta, enrolls approximately 14,000 students on four campuses in associate degree programs. All positions require a master's degree, and most require a minimum of 18 semester/30 quarter hours of graduate credit in the teaching field. College teaching experience is strongly preferred. These are nine-month positions with salary commensurate with education and experience. All positions are tenure-track positions. The starting date for all positions is September 14, 1992.

Joint Enrollment Positions. (Requires a Master's degree and 18 semester graduate hours in each discipline listed.) Two positions available. One in English and one in History/Political Science, teaching college courses to advanced high school seniors. Most courses will be taught on high school campuses in the college service area.

he taught on high school campuses in the college service area.

Music. (Requires a Master's degree in Music or Music Education and 18 semester graduate hours in discipline.) The candidate filling this position will be expected to teach music theory und/or music appreciation. Some teaching of applied music (brass preferred) may also he expected. Other specific duties include conducting the College/Community Wind Ensemble and Jazz Ensemble and taking a lead role in recruiting music students in area high schools.

DeKailo College will begin interviewing for these positions on June 30, 1992 and continue until these positions are filled. Please provide the fullowing: (1) letter of application reforencing the specific position(s) for which you are applying: (2) resume; (3) modificial copies of transcripts; (4) mances, addresses and telephone numbers of three references.



Please mail all materials to: Judy Chustonay, DeKallb College, Personnel Department, 3251 Panthers Ville Road, Decatur, Georgia 30034, DeCatur, Georgi

MEDICAL COLLEGE OF GEORGIA School of Nursing

The Medical College of Georgia, School of Nursing is accepting applications for full-time tenure track faculty positions in Augusta, beginning September 1, 1992, in the Department of Adult Nursing. Exciting opportunities in Ph.D. Program and NLN-accredited BSN and MSN Programs in The Health Science University of the State of Georgia. Master's in Adult or Medical-Surgical Nursing required; Ph.D. or DSN/DNSc preferred; experience in Adult Nursing practice, undergraduate and graduate teaching; research and publications in specialty desired. Salary competitive and commensurate with experience and qualifications. Minority applicants are encouraged. Send application to Dr. Patricia P. Lillis, Chair, Adult Nursing, Medical College of Georgia, Augusta, QA 30912; (404) 721-3845, EOE/AAP.

MCQ IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

ENGLISH EDUCATION

English Education, Assistant Professor, tonure track, beginning August, 1992, in a program of bachelor's, master's, and doctored degrees. Requires a doctored in English Education, with emphasis in literature, ristoric/composition, or language; or a doctoreto in English with educational experience. Secondary or middle achool teaching experience ussential. Research skills and experience in emerging technologies and literacy issues as they relate to the field are proferred.

Duties: Undergraduale and graduale instruction and advising, student leaching aupervision, and service assignments. Interest in pursuing cooperative research activities desirable.

Salary renge: \$32,000 to \$35,000. A letter of application, vita, and three academic references (with telephone numbers) are due by June 1, 1992 to Dr. Pamela Carroll, Chair, English Education Search Committee, 209 Carolhers Hall, Florida State University, Tallahossee, Florida 32306-

FSU IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYED

RIVERSIDE COMMUNITY COLLEGE DISTRICT Riverside, California seeks applicants for

FACULTY POSITIONS

ENGINEERING INSTRUCTOR
AMERICAN SIGN LANGUAGE AND INTERPRETER TRAINER INSTRUCTOR Deadline: by 4:00 p.m., june 5, 1992. Call the Personnel Office at (714) 684-3240, ext. 291 ditional information and required District application materials.

Education: Baldwin-Wallage College in-vites applications for the tenury-track posi-tion of Assistant Professor of Education, Qualifications include an earned doctorate

HEALTH CARE MANAGEMENT

Faculty Position and **Department Chair**

The University of New England is looking for a creative individual to assume a leadership role in our Department of Management. This is an opportunity for a person well versed in Hearth Care Management to continue the evolution of that major, guide the introduction of a new major in Sports and Fitness Management, and function in a curriculum environment that emphasizes interdisciplinary study, critical thinking, environmental swareness and global studies. In addition to program planning and curriculum development, the successful candidate will have the responsibility for teaching and for developing a field-based learning program.

program.

Persona interested in this position should have a Ph D. in Health Care Management, Health Care Finance, Public Administration or a closely related field. Academic program development and demonstrated management experience, curriculum development experience and strong leaching experience are required Demonstrated experience with multicultural settings is highly

The University of New England will ofter an attractive salary and benefits program. Renk will be commensurate with experience For consideration, please forward vitee and cover letter by June

Michael D. Miles, Director of Human Resources University of New England 11 Hills Beach Road lord, ME 04005

The University of New England is an Equal Opportun Affirmative Action employer, and welcomes female and minority





Faculty Position MATHEMATICS

Kennesaw State College, a comprehensive and progressive regional olleg-recently recognized as up and coming in U.S. News and World Rept, invites applications for a tenure track position at the assistant professoried in the Department of Mathematics. Located in an altractive suburban area Metropolitan Atlanta, Kennesaw State is one of the fastest growing collegen the University System of Georgia, enrolling 11,000 students in a broad area of high-quality undergraduate and professional graduate programs. KSC has established a notable record for the inclusion of women and mino-lities in its educational mission and strongly encourages applications from both groups.

QUALIFICATIONS/RESPONSIBILITIES: Ph.D. required; strong committee to undergrachance educ atlon as well as an interest in scholarly activities. M mathematics areas considered, Salary commensurate with experience and qualifications. Position available September 1992. APPLICATION INSTRUCTIONS: Send letter of application, graduate to

Scripts, resumé, and three letters of recommendation to. Dr. Lewi Val-Brackle, Chair, Search Committee, Department of Mathematics, Kenness State College, P. O. Box 444, Marietta, GA 30061. Application deadline lune 3, 1992; however, applications will be accepted until the position

Affirmative Action, Equal Opportunity Employer.

MEMPHIS STATE UNIVERSITY

INFANT/TODDLER SUPERVISING TEACHER Responsibilities: teach one demonstration class with 6 weeks to 30 mouth age group; supervise practicum students and college teaching; conduct research.

Minimum qualifications: Master's degree in Early Childhood or related field three years' teaching experience. Salary: \$25,000-\$30,000 plus benefits (12 month contract). MONTESSORI SUPERVISING TEACHER

Responsibilities: teach one demonstration class of 2-5 year olds; supervise practicum students and college reaching; conduct research. Minimum qualifications: Master's degree in Early Childhood or related field.
Montessori Certified; three years' teaching experience. Salary: \$25,000-\$30,000 plus benefits (12 month contract). For both positions, send letter of interest, resumé and the names and contain information for three references to: Dr. Roberts J. Clark, Director, Babias K. Lipman Early Childhood School and Research Institute, Memphis Sur University, 3771 Poplar, Memphis, TN 38152.

The Barbara K. Lipman Early Childhood School and Research Institute its laboratory demonstration school for the Memphis State University College of Education

position will begin on Saptember 1. Bald-win-Wallace, a four-year, comprehensive college with graduate programs in Education and Business, is located in a suburb of Cleveland. Total enrollment is about 4,700 with 2,330 full-time day students. Send letter of application, résumé, and three letters of reference to: Dr. Patrick F. Coslano, Chairman, Division of Education, Baldwin-Wallace College, 275 Eastland Road, Becrea, Ohio 4401-2088; fax 216-836-3779. Aprilications will be reviewed beginning May 18. Baldwin-Wallace is an Equal Opportunity, Affirmative Action Employer.

degree is required, public school trethe experience preferred. Applican and he able to treach undergranduale and gradual school to the courses in education foundation couprises in education foundation couprised education, and/or sud-gradual education, and/or sud-gradual production is expected. To apply, abusing treasure, to apply, abusing treasure, treasure, but the couprise of application, returns, course and treasure dation to the Personnel Office, Souther, err Oklahoma State University, States, Durant. Oklahoma [7470]. Application Challenger and Countries of States and Cou

BULLETIN BOARD: Positions available

MOTLOW STATE COMMUNITY COLLEGE is now accepting applications for the following positions: (Subject to funding in the 1992-93 Budget)

l Instructor, Biology (Master's degree in Biology)
2 Instructor, Biology/Chemistry (Master's degree with eighteen graduate semester hours in both Biology and Chemistry)

Inthematics (Master's degree in Mather

Instructor, Mathematics (Master's degree in Mathematics)

Instructor, English (Master's degree in English)

Instructor, Communications (Master's degree in Communications and/or Speech and Theater)

Instructor, History (Master's degree in History)

Instructor, English/History (Master's degree with eighteen graduate semester hours in both English and History)

Instructor, Study Skills (Bachelor's degree)

Instructor, Reading and Study Skills and Assessment Coordinator, 12 month position (Master's degree)

Instructor, Computer Science/Information Systems (Master's degree required, with emphasis in Computer Science, Information Systems, or related field)

Instructor, Engineering/Industrial Technology (Master's degree in Engineering field, Industrial Technology, or related field)

related industry
12 Instructor, Business/Economics (MBA or Master's degree in Business, Economics, or related field)
13 Director of Library Services (Master's degree in Library Science from an American Library Association accredited

14 Laboratory Instructor/Technician, English, Part-time (Bachelor's degree in English) To ensure full consideration, applicants must submit a Motlow application, résumé, and official transcript(s) to:

Human Resources Office Motiow State Community College P. O. Box 88180 Tuliahoma, TN 37388-8100 (615) 455-8511 Ext. 332

Review of applications will begin on June 8, 1992, and will continue until qualified applicants are employed Motion State Community College is an equal opportunity institution and welcomes applications for employment or admission regardless of age, disability, national origin, race, religion, or sex, and is committed to education of a non-actaly identifiable student body. Women and minorities are encouraged to apply.

LESLEY

Faculty Positions Available

Graduate School

Lesley College's Graduate School is a recognized leader in the educational community for its innovative educational programs and delivery systems. We offer a wide array of professional and liberal arts programs in the fields of education, human services, management, and the arts.

Education

(2 FT positions, one 9-month, one 12-month) Teach and advise students within Early Childhood, Elementary, Middle School, regular and special education state certification programs. Experience in teaching at both the pre-college and college level is required. Must be familiar with teacher education and one of the certifica tion areas. Preference will be given to candidates with a background in multicultural and/or bilingual education. The twelve month position's primary duties include overseeing the advising and

admissions process for the Division.

Undergraduate School

Lesley's Undergraduate School is a private women's college offering professional preparation in teaching, human services, and management based on a strong foundation of liberal education. Emphasis is placed on the integration of theory and practice, and nterdisciplinary inquiry.

Psychology

(Full-time, 9 month) Teach and advise students in courses in general areas of psychology. Experience and background in human development and cross-cultural psychology preferred. Teaching experience at the college and/or pre-college level required. Research and scholarly activity

For both positions: Doctorate required, doctoral candidate will be considered. Rank and salary is commensurate with experience. We are strongly committed to hiring people of color; minorities and women are especially encouraged to apply.

Review of applications will begin May 27 and will continue until the positions are filled. Please send letter of application and resume to: I luman Resources Dept., 29 Everett St., Cambridge, MA 02138-2790. Lesley College is an Affirmative Action/Equal Opportunity Employer.

DIVISION CHAIR FOR GENERAL EDUCATION

Ovision Chair for General Education and Support Strices at Indiana Vocational Technical College, a state-supported college serving approximately 1900 students. Provides leadership for building General Education, liwary and Auxiliary Services, and instructional support projects. Position available June, 1992; salary range \$26,000-\$30,000 for 9-month contract with separate extended-year Summer contract. Excellent benefits packge includes health and dental insurances and

MA/CREF retirement program. Master's degree in a Liberal Arts discipline, teaching eperience in higher education, preferably in a two-year college, experience with transfer of programs, and three years administrative experience at the Department Chair wel or higher required.

Resumes accepted through June 5, 1992 or until posi-

Director of Porsonnel Indiana Vocational Technical College



An Equal Opportunity/Affirmative Action State College

The Clement Muchl Chair in Communication Arts

Yala Dwinity School is filling a junior position in communication arts to train students in public speaking and preaching, to explore media and the arts as opportunities to communicate the gospel, and to assess theologically the broader dimensions of contemporary communication. The appointer will work dosely with faculty in preaching, religion and the arts, liturgy, and chapel ministry.

Candidates are expected to have theological training, demonstrated academic ecomplishment, and an advanced degree in the area of speech and communication

iale is an Affirmative Action, Equal Opportunity Employer. Deather for applications is September 1, 1992. Appointment is effective July

Inquities should be sent to: Thomas Ogletree Dean Yele Divinity School 409 Prospect Street New Haven, CT 06511

Education: Assistant Professor of Education (Middle Orades Education), Qualifications: Farned doctorate in middle grades
education. Some teaching experience (any
school level). Ability to teach a variety of
graduate and undergraduate courses in
middle grades education, supervise field
pileced students, conduct revearch, and
work with action personnel. Demonstrated
committeen to professional growth and development. Major responsibilities: Teach
(campus and off-campus) students, graduste and undergraduate; supervise student
leachers and graduate interns; undersise
research and grant writing, some program
coordination, academic advising at two degree levels, and some committee work. Salary: Negotiable, depending on qualificalions and experience. Effective Date of Appointment: Saptember 1, 1992. Application
Deadling: June 15, 1992. Application: Send
letter of großession, current curriculum vitae, unofficial transcripts and three letters

TENNESSEE STATE UNIVERSITY College of Arts and Sciences

Department of Physics, Mathematics, and Computer Science

Full-time tenure track faculty position, association to full professor, beginning August 15, 1992. Teaching experience (at least one year at the college level). Applicants must have a Ph.D. in Physics, teaching experience, and interest in research and grants and a desire to help build a strong physics program. Ability to teach and work well with undergraduate students of liverse ethnic backgrounds. Applicants accepted until the pustion is filled. Applicants should send vita, three letters and transcript to Raymond Richardson, Head. Further inquiries should be directed to the head, also.

Department of Physics, Mathematics, and Computer Science Tennessee State University 3500 John A. Merritt Blvd. Nashville, TN 37209-1561 (615) 320-3497

Review of applications begin May 29, 1992.

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State University of New York College of Agriculture and Technology at Cobleskill INSTRUCTIONAL POSITION IN MATHEMATICS

One year temporary appointment to begin August, 1992. Responsibilities include teaching mathematics courses ranging from developmental mathematics, freshman level, through calculus. Master's degree required. Two years' college teaching experience preferred. Salary and academic rank are dependent upon education and experience. Fringe benefits are excellent. Search committee will begin deliberations May, 1992. Submit letter of application, transcripts or copies thereof and a current resume including the names and addresses of three references to:

Dr. Reneé Scialdo Shevar
Dr. Reneé Scialdo Shevar
Director of Human Resources Management
State University of New York
College of Agriculture and Technology
Cobleskill, NY 12043 An EO/AA Employer



Golden Age/ Medieval Literature

Visiting Professor to teach Golden Age and/or Medieval record of publica-Literature in Spring 1993. Established rector of plantate tions necessary. Teaching responsibility: one graduate tions necessary. Teaching reviews to begin June 1. Send course and one seminar. File reviews to begin June 1. Send course and one seminar names of references, to Profescurriculum vitae, including names of references, to Professor Walter A. Dobrian, Search Committee, Department of Spanish and Portuguese, The University of Iowa, Iowa City, 1A 52242-1409, AA/EOE.



FLORIDA ATLANTIC UNIVERSITY

ENGLISH & COMPARATIVE LITERATURE: Department Chair. Required: Ph.D., administrative experience (preferably as chair); distinguished publication record and evidence of excellence in teaching Field open; tenurable at the rank of Professor; three-year renewable appointment as Chair; teaching. The department anticipates assuming responsibility for the freshman writing program in Fall, 1993; offers undergraduate and Master's degree program in Creative Writing; and participates in interdisciplinary programs in Women's Studies and Ethnic Studies. The department may participate in the development of an interdisciplinary Ph.D. program in the college.

Located on the Southeast Florida Coest, in a rich multicultural area, Florida Atlantic University is rapidly growing. The Schmidt College of Arts & Humanities is comprised of eight academic Chairs, and a substantial endowment. A multiple building new facility is expected to begin in Fall, 1992. Salary competitive, starting date January, 1993, if possible. Send letters of application or normation, CV and three letters of reference to Dr. Robert A. Collins, Co-Director, Department of English & Comporative Literature. Deadline: August 1, 1992.

FLORIDA ATLANTIC UNIVERSITY

FLORIDA ATLANTIC UNIVERSITY
P. O. Box 3091, Boca Raton, Florida 33431-0991

A Member of the State University System of Florida An Affirmative Action, Equal Opportunity Employer Members of protected classes are encouraged to apply

Athletic Trainer/ Exercise Science

Skicimore College, a four-year, coeducational liberal arts college, located in Saratoga Springs, NY, invites applications for the following faculty appointment.

Full-time, nontenure-track faculty position renewable to three years. Responsibilities include teaching exercise science courses and serving as assistant athletic trainer. Qualifications: Master's degree in Exercise Science required, Ph.D preferred. Minimum of three years' teaching experience preferably at the college level. Salary commensurate with experience.

Review of applications will begin June 1, 1992. Submit letter of application, resume and three recent letters of reference to Dr. Tim Brown, Chair, Physical Education and Dance, Skidmore College, Saratoga Springs, NY 12866. Skidmore College is an affirmative action/equal opportunity educator and employer.

SKIDMORE

volvement. Available September 1, 1992. Leachers. Salary dependent on qualifica-salary commensurate with experience and tions and experience. Send letter of appli-

Education: Assistant/Associate Professor of Education, tenure-track, beginning Applus, 1992. Doctornic required with background in elementary/secondary teaching and educational technology. Responsibilities include infusing educational (echacolities) include infusional (echacolities) infusional (echacolities and educational technology. Responsibi-files include infusing educational technol-agy into programs in the College of Educa-tion, assisting college education faculty and great school districts with Contrach Pro-gram, teaching courses in technology sup-port of curriculum, instruction and evalua-tion; instructing undergraduate course in issues in education, supervising student

Salary commensurate with experience and qualifications. Send latter of application, vita, ordical transcripts of all college work, and two names, addresses, and phone numbers of reference intera by June 15 to Elniac Wissins, Department of Curriculum and Instruction, School of Education, Ceorgia College, Miledgeville, Georgia 1906. Equal Opportunity, Affirmative Action Employer.



Albany State College

Albany State College, a four-year unit of the University System of Georgia. is seeking applicants for the following tenure-track, nine-month positions and one departmental chair position. All teaching positions are assistant/associate professor rank, and dictorate and college teaching experience are required unless noted otherwise. Average teaching load is 15 quarter hours. Salary and rank commensurate with qualifications. Closing date: June 1, 1992. Send résumé, official transcripts and three current letters of reference to contact person noted in position. Detailed descriptions of positions are available from specific departments. Albany State College is located in Southwest Georgia and has an enrollment of 2747. Address: Albany State College, 501 College Drive, Albany, GA 31705.

CHAIRPERSON DEPARTMENT OF NATURAL SCIENCES

Contact: Chairperson, Search Committee Contact: Chairperson, Search Committee

Applicant should have doctorate in Biology, Chemistry or Physics (or related area) with both teaching and research experience. Preference to applicants with record of grantsmanship, computer literacy and research. Demonstrated ability to communicate with policy-making bodies and to work with administrators, faculty and students. Duttles: Provide leadership in administration of academic programs. Monitor, evaluate and oversee sponsored programs and planning. Supervise and evaluate personnel, including 14 faculty members. Department instructs for B.S. and M.Ed. programs and faculty direct sponsored programs, including MARC, MISIP and MBRS. Rank: Associate or Professor. Salary commensurate with qualifications.

FACULTY POSITIONS

Contact: Dr. Hugh Phillips, Chair, Criminal Justice Criminal Justice: Applicant must hold degree in criminal justice, criminology or closely related field with a record of scholarship and research. ter competence and commitment to community service desirable Contact: Dr. James Hill, Chair, English & Modern Languages

English: Moster's considered. Training and experience in Third World English: Mester's considered. Iraning and experience in third world Literature destrable. English: Background in rhetoric and/or linguistics. Master's considered. English: (Instructor/Assistant Professor). Master's considered. Experience in teaching rending and/or composition. English: (Instructor/Assistant Professor). Master's considered. Experiencel in teaching rending and/or composition.

Contact: Dr. Bruce Fort, Chair, Department of Natural Sciences Biology: Master's considered. Specialty in cell and molecular biology and

genetics. Biology: Master's considered. Specialty in zoology and physiology. Contact: Dr. T. Marshall Jones, Chair, Department of Pine Arts Music and Director of Choral Activities. Master's considered, with strong emphasis in vocal pedagogy and methods.

Contact: Dr. J. Allen Pete, Dean of the School of Education

Educational Administration and Supervision. Public school, central of-tice or supervisory administration experience preferred. Research back-ground and ability to develop funded projects is desirable. Contact: Dr. Lucille Wilson, Dean of the School of Nursing

Nursing: Training in Psychiatric-Community Mental Health Nursing required. ABD's will be considered with clinical experience.

Albany State College is an equal opportunity, affirmative action employer.

Due to expanding enrollment, SUMTER AREA TECHNICAL COLLEGE is seeking faculty (3 positions) with expertise in the following areas:

ASSOCIATE DEGREE NURSING INSTRUCTORS MATERNAL-CHILD and/or MEDICAL-SURGICAL

Classroom and clinical teaching, to prepare students at the Associate Degree level. Excellent State benefits and competitive salary commensurate with education, qualifications, and experience. Master's Degree in Nursing and one year's professional nursing experience required. Teaching experience preferred. Current license or eligible for licensure to practice nursing in South Carolina a must. Starting date is negotiable. Applications will be accepted until the positions are filled.

Mail letter of application, resume, and copy of college transcript(s) to Personnel Office, Sumter Area Technical College, 506 N. Guignard Drive, Sumter, SC 29150. AA/EOE.



Southeastern ACCOUNTING Louisiana

Assistant/Associate Professor of Accounting, tenure track position. Effective date of employment: August, 1992. Qualifications: Ph.D. or D.D.A. in Accounting (advanced sigps of dissertation considered). CPA/CMA, schofarly research, and professional activity preferred. Duties: Teaching undergraduate courses in accounting with possibility of teaching in the M.B.A. program. Engage in scholarly research resulting in publications in reference of our new results. Must be involved in service activities that benefit the department, college, and university. Salary: Commensurate with experience. Applications require a resumé, three latters of reference, and the doctoral transcript. Address applications/inquiries to: Dr. Joseph L. Morris, Department of Accounting, Southeastern Louisiana University, P. O. Box 468, Hammond, Louisiana 70402. Deadling for receipt of applications: Juno 1, 1992, or until position is filled. EOE.

Education: Assistant Professor of Curriculum and Instruction. Nine month teaure track position available September 1, 1992. Primary responsibilities include teaching undergratuate early childhood and middle grades education courses in Macon. Georgia, and supervising field-based asperience. Qualifications include a master's degree to analy childhood or middle grades education include a master's degree to analy childhood or middle grades education, a misimum of three years as public school teacher, and experience in field-based supervision. Sejary commensurate with experience and qualifications. Send letter of application, vito official transcripts of all college work, and two names, addresses and phone numbers of references by June 15 to Elaine Wiggins, Department of Curriculum and Instruction, School of Education, Georgia (ocidege, Milledgeville, Georgia 1064). Equal Opportation, respectively. Affirmative Action Employer.

Educational Administration of Education, University of Texas at El Paso. The University of Texas at E



Franklin College is seeking an individual to fill a position in the Physical Education Department beginning the fall of 1992. Preference will be given to a person who can teach a variety of physical education and health courses such as curriculum, methods, organization and administration, health education, and gymnastics and a person with exposure to a small college environment. The individual will also serve as the Academic Coordinator for the Women's Athletic Department. In addition to the above responsibilities, the person hired would be expected to serve in a coaching capacity for one or more sports. The above would be a full-time staff position with part-time teaching responsibilities.

Franklin College is a private, liberal arts college located 20 miles south of Indianapolis in central Indiana. It enjoys a long tradition of quality undergraduate education and a recent history of substantial growth in endowment and enrollment.

Deadline for applications is May 22, 1992. Applications received by this date are guaranteed consideration. Vitae, transcripts, and 3 current letters of recommendation are required.

Master's degree in Physical Education or a related area. Teaching and coaching experience on the high school or college level. nterested individuals should send a letter of application and current ré

Jenny Johnson-Kappes, Chair PED Search Committee 501 E. Monroe St. Franklin College Franklin, IN 46131

Applicants should send or arrange to have sent 3 current letters of recommendation to the above.

Franklin College is a Affirmative Action, Equal Opportunity Employer

Assistant/Associate Professor **DEPARTMENT OF COMMUNICATION**

Communication Department needs faculty member for Fall 1992 to advise university newspaper and yearbook, also teach journalism courses. Doctorate preferred, master's required. Salary and rank are "open." Professional and teaching experience desirable. Computer and desktop publishing ability required. The Department of Communication is located in modern Self Hall, which houses production facilities for the newspaper and very beginning to the newspaper. and yearbook, two TV studios and post-production facilities, two audio production rooms, and an FM radio station affiliated with NPR. The department has 200 majors in communication and a minor in journalism. Send Jetter of application, résumé and three current letters of reference to: Personnel Services, Jacksonville State University, 700 Pelham Road, N. Jacksonville, Alabama 36265-9982. Deadline for applications: May 25, 1992, or until suitable candidates are selected.

EEO/AA Employe

SAINT FRANCIS COLLEGE

Seint Francis College, a small. private, liberal arts college located in the picturesque Allegheny Mountains of Central Pennsylvania, invites applications for a tenure track feculty position in a Council of Social Work Education accredited program in Social Work.

Applicants must hold a Mester of Sociel Work, along with a minimum of two years' post-master's practice experience. Ph.D. or ABD in Social Work or a related field preferred. Sefary commonsurate with quelifica-

Send latter of application and curriculum vitae by June 15, 1992 to: Dr. Richard Crawford Assistant to the President Saint Francis Coilege Loretto, PA 15840-0600

EOE



HISTORY

ewick College seeks a one-year appointment for the academic year 1992-93, cessful candidate should be able to teach the second half of the United States tory Survey, 1876 to the Present, and possibly survey courses in either Latin Ameri-African, or Asian History. Ph.D. preferred. Send credentials to Leonard W. Pudelka, 25 and Theodomick. History Department, Hartwick College, Oneonta, New York 13820 by June 1, 25 Brand Theodomick.

Secondary Education/Foundations of Education Department, Room 114, McKay Education Building, Slippery Rock University, Slippery Rock, Pennsylvanis 16057. The deadling for receipt of applications is June 30, 1992. Slippery Rock University is an Affirmative Action, Equal Opportunity Employer.

The Chronicle of Higher Education • May 13, 1991

Community College of Philadelphia Affirmative Action Vita Bank **Faculty Vacancies**

Community College of Philadelphia, one of the nation's leading urban community colleges, has the following tenure-track openings for the 1992/93 academic year:

ENGLISH (4): Master's in discipline (Lit., Reading, ESL or Composition) required; Ph.D. and teaching experience preferred. BIOLOGY (2): Master's required, Doctorate in Biology and teaching experience preferred. Subject areas: Gen. Biology. Micro., Anatomy & Physiology. ARCHITECTURAL/CONSTRUCTION TECH (1): Registered

Architect w/B.Arch., knowledge of computer applications and CAD required; Master's and teaching experience preferred. Community College of Philadelphia is located on a modern, downtown campus and enrolls more than 40,000 students annually in transfer and career programs.

Interested minorities and women are invited to submit credentials for inclusion in our Vita Bank. Credentials will be made available to all appropriate College Search Committees. Please include in your cover letter the specific areas you wish to

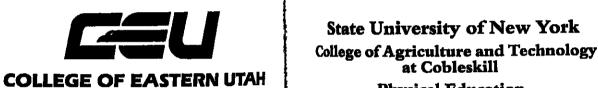
All resumes/vita will be acknowledged.

Send your resume/vita to: Human Resources, Community College of Philadelphia, 1700 Spring Garden Street, Philadelphia, PA 19130.

As an Affirmative Action/Equal Opportunity Employer, Community College of Philadelphia eagerly encourages applications from women and minority candidates.



1700 Spring Garden Street, Philadelphia, PA 19130



Applications are invited for the following position:

Applications are invited for the following position:
Director of Bands, tenure track position. Successful applicant will considence to Bands, tenure track position. Successful applicant will considence the Bands of Successful Bands. In addition to these repossibilities, the position will require some teaching of general education consistering recruiting and public relations skills would be helpful. Master's degree in instrumental performance or music education required; preference will egiven to candidates with demonstrated abilities in jazz performance/prototo, including electronic music. Experience in composition/arranging for essembles would be helpful. Successful teaching experience in public school or higher education music required. Salary will be commensurate with eprinciple and in accordance with the faculty pay scale. Deadline for application 5:00 p.m., May 29, 1992. For further Information: Contact CEU Personel Office, College of Eastern Utah. Price, Utah 84501; (801) 637-2120, ed. 240. CEU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYEL

COLLEGE OF WILLIAM AND MARY School of Business Administration

Visiting Professor in Economics

William and Mary's School of Business is seeking candidates for a one-seeking appointment (Fall 1992) in the area of Macroeconomics at the Please send curriculum vita, three references, and a letter of interest to:

Alfred N. Page, Dean School of Business Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begin May 15, 1992, and position will remain open until filled. William and Mary is an Equal Opportunity, Atlimaine Action Employer and especially encourages applications from women and members of minority groups. members of milnority groups.

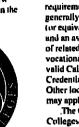
School of Engineering and "Artisalls ence; SMU, Dallas, Tesas, Tife IX SMU is an Affirmative Action, Tife IX Equal Opportunity Employer and principally encourages the applications has a nortices and women.

OPEN ACCESS TO EQUAL ACCESS

18,000 New Faculty Positions By The Year 2005

In the next decade or so, the world's auth largest economy will have the most chnically diverse population in recreational opportunities. global economy, California must have the best trained workforce available. Only a faculty dedicated to quality and cellence and able to co with a diverse student population can ate this happen.
The California Community

Tolleges are in the forefront of this ducational explosion. Now serving 1. silion students, the 107 California mmunity Colleges are projected to million students by the year 2005. At least 16 new community college campuses will be built and establishe campuses will be expanded to meet the need to train students in Associate Degree and technical training certific programs. More than 18,000 new faculty positions will be filled in the neu 15 years.



Physical Education

Instructional/Coach Position

Tenure track position to begin August, 1992. To teach m the required physical education program with emphasis on lifetime sports and wellness classes to include body building, weight-hifting, wellness, golf and bicycling. Planning, organizing, and coaching a junior college basketball program for men within the guidelines established by the college, NJCAA, and the conference. Assist coaching in the varsity track program. Master's degree in physical education is required. Knowledge of NJCAA regulations and coaching experience, preferably on the college level, preferred. Salary commensurate. Deliberations will begin immediately. Submit letter of application, transcripts or copies thereof and a current resume including the names and addresses of three references to:

Dr. Renée Scialdo Shevat Director of Human Resources Management State University of New York College of Agriculture and Technology Cobleskill, NY 12043

Romen and minorities are encouraged to apply. An ECI/AA Employer

Southwestern

University

AT GEORGETOWN, TEXAS

HEAD MEN'S BASKETBALL COACH: Southwestern University seeks candidates for the position of head men's basketball coach to begin on a negotiable data. A master's degree is preferred but not required. Evidence of successful coaching experience and previous elithation and endormement of the NCAA Dutation III philosophy are required distincted duties include teaching plus coaching of an additional sport. Salary and terms of appointment are commensurate with level of education and prior caser experience.

national duties include teaching plus coaching of an additional sport. Salary and terms of spotsiment are commensurate with level of education and prior career experience. Southwestern University is a selective undergreducter institution committed to broad-based lone and sciences education. Affiliated with the United Methodist Church, Southwestern emilia 1200 students and has a history of rabbe annollment. The Southwestern addownant of more than \$1.35 railbon ranks among the national leaders in andowment per salest. The University. 1

student. The University has a strong commitment to faculty support, with faculty salaries about the 90th percentile for IBI institutions, and an endowment in excess of \$1 million for lastly development. The University is located in Georgetown, Texas, 28 miles north of Austin, the state capital, and size of The University of Texas Applicates should submit a letter of application, résume, and names, addresses and telephone numbers of three references to Men's Baskerball Search Committee, Southwestern Jovensity, P. O. Box 770, Georgetown, Texas 78627-0770 (fax \$12.863 5788), Royllond State of Minority candidates are encouraged to apply Southwestern University is an Affirmative Action, Equal Opportunity Employer.

er of application, resumé, and the names of three professional references by June 30. 187, in A. J. Fredrich, Chair, Empitteering Season Indiana, 8600 University of Season Indiana, 8600 University Boule-94, Emasylle, Indiana 47712. AA/EOE.

The California Community
Colleges have it all: Top level salaries among the highest in the nation and excellent fringe benefits; recognize professional working environments: reasonable living costs from the coast to the high sierras. California is in the heart of the "sunbelt" and is unsurpassed for its living and

The California Community College Registry has been developed to find the nation's best faculty members and put them in direct contact with the more than 18,000 job openings. The Registry is now accepting applications which will be placed on a community college faculty computer network linking all 107 community college personnel offices to use in their faculty nent programs.

If you are interested in career employment or promotional faculty, or staff member, please complete the coupon below and mail a to the address indicated. A Registry form will be untiled to you.

requirements for teaching positions generally is a masters degree in subject (or equivalent) for academic disciplines and an associate degree with six years vocational disciplines. Possession of a valid California Community College Credential meets these requirements Other locally established equivalents

California is Looking For Some Great Faculty

The Chanceltor's Office of the California Community Colleges is seeking applicant employment data from Individuals interested in teaching or administrative positions in one of California's 107 Community Colleges. The Registry is particularly interested underrepresented group members including the handicapped, ethnic/racia

Coordinator, Faculty and Staff Diversity Recruitment Catifornia Community College System Registry P.O. Box 4065 Modesto, CA 95352 (209) 527-3618

may apply.
The California Community Colleges are affirmative action/equi

FACULTY PROJECT DIRECTOR

CAMPUS COMPACT

Campus Compact, a project of the Education Commission of the Blates (ECS), is a national coatilition of 300 collegs and university predients committed to involving students in public and community service. The Compact seeks a Project Director to direct a national project designed to involve isculty at member campuses in integrating community service and the ourriculum.

and the durriculum.

Will manage and implement annual summer institute; administer grants programs, plan regional and national meetings; work with advisory board: maintain an information clearinghouse, develop proposals to further fund project; write articles and make presentations; supervise

sieff.
Requires Bachelor's degree (Master's preferrod), and ability to work
with diverse personnel and hands
multiple tesks simultaneously. Experience in higher ed., community
service, program development and
management preferred. Knowledge
of word proceeding, excellent organizational, written and verbal skills
necessary. Some travel required.

Relative races SYA-8495, with an ex-Salary range \$30-\$40K, with an ex-cellent benefits package. Bend re-aumé, letter of application and writ-ing sample by June 1, 1992 to:

Campus Compect P. O. Box 1975 Providence, RI 02912 Cempus Compact is an Equal Opportunity Employe

Elementary Education: The Defiance Col-legs announces a tenure-track position be-gining Fall, 1992, teaching elementary mathematics and science methods, super-vising field experience students and stu-dent teschers, and teaching inquiry and Re-search Methodology at the graduate level, Candidates should have their octorate and three years' teaching experience. The pre-ferred candidate should have had teacting ferred candidate should have had teacting ferred candidate should have had teacons experience at the graduate level. Rank and safary are open. The Defiance College is a small hieral arts college (1,000 students) located for Northwestern Obio. The Search Committee will begin consideration of speciations on June 1, 1992. Candidates should send a letter of application, returned, should send a letter of application, returned, and three reference letters to: Joe Daniels, and three reference letters to: Joe Daniels. Yie President for Administration. The Defiance College, 701 North Clinton Street, Defiance, Ohio 43512.

College: Nestled in the scenic foothills of the Blue Ridge mountains midway between Greensboro, North Carolina and Rosnoke, Virginia, Patrick Henry Community College is a comprehensive two-year college serving the City of Martinsville, Henry and Patrick Counties, and portions of Franklin County. The service region is highly industrialized in both furniture and textiles and has a population of approximately 100,000. There are numerous recreational opportunities including nearby Smith Mountain Lake and Fairystone State Park. The College is dedicated to academic excellence in both the college parallel and occupational/technical curricula with a headcount enrollment of 2500 students. Dean of Academic and Student of excellence and Student Development Services (Foothor #FA034/C-62)

or Accomic and Student Development Services shall report to the College administrative Qualifications: Master's degree from an accredited institution, community college administrative and teaching experience, proven leadership and management skills. Candidate should possess a demonstrated skill in faculty and student relations, curriculum development, and exhibit a capa-bility for providing dynamic and forward leadership and a thorough understanding of and commit-ment to the mission of the community college. Salary: \$52.845-\$59.015 Starting Date: August 1, 1992, or as soon thereafter as possible.

Application Deadline: 4:00 p.m. Friday, June 5, 1992.

English Instructor, full-time, 9-month (Position F0051/C-63) Teach college level English classes with primary assignment in developmental English. Must exhibit ability to teach a variety of courses utilizing multi-sensory approach. Math Instructor, full-time 9-month (Position F0060/C-64)

Teach introductory college level mathematics courses with primary assignment in Dovelopmental

The function of the Dean of academic and Student Development Services is to plan schedule, implement, and evaluate all credit and non-credit courses and programs, academic support activities, and student development services activities at the College including the preparation, management, and analysis of instructional and atludent development services budgets. The Dean of Academic and Student Development Services shall report to the College President.

*Reading Instructor, full-time, 9-month (Position G0004/C-65)

Teach developmental reading classes and work the special needs students. Position will include teaching and reading and working one-on-one with disabled or other special needs students. Must utilize multi-sensory instructional approach. 'Continuation of position contingent upon grant funding.

Patrick Henry Community College

P. O. Drawer 5311

Martinsville, VA 24115-5311

(703) 638-8777

Qualifications: Master's degree with 18 graduate hours in required subject area; experience with developmental or other at-risk students is desired. A minimum of two years of teaching experience preferred. Commitment to the community college philosophy, instruction of developmental students, student learning, academic advising and academic planning is essential. Excellent communication and interpersonal skills are basic to the position. Schedule will include teaching both day and evening classes; on- and off-campus classes; and committee work.

ing Instructor, full-time, 8-month (Position F0059/C-68) Teach lecture/clinical component of Medical-Surgical courses. Plan, supervise, coordinate and evaluate students in clinical areas.

Qualifications: Bachelor's degree in Nursing required and current RN license. MSN and/or hospital experience in medical-surgical nursing preferred.

Office Administration Instructor (OAD) full-time, 8-month (Position F0054/C-67)

Administration instructor (OAD) full-time, 8-month (Position F0054/C-67)

50% Release time will be provided to coordinate off-campus instruction for Business, industry, Government, Training, and Education Center (BIC TECH) program to srea business and industries. Develop training and retraining proposals; serve as flaison to business and industry. Supervision-related Zanger Miller training for Industry, office, and manufacturing personnel.

Qualifications: 10 years' related occupational experience required. Bachelor's degree in Management or related field preferred. Specific experience or background in community college operations; working knowledge of word processing and other office administration courses such as WordPerfect and Microsoft Word. Teaching experience in word processing desirable. Excellent organization and communication skills required.

Starting Date: August 16, 1992. Salary: \$23,859-\$28,571 for all 9-month faculty positions

Planning and Research Coordinator (Position 00059/C-68) Directs all facets of the college's planning activities. Provides teadership in updating the institu-tional master plan and other projects related to agency planning, evaluation, and institutional research. Applies diverse analytical and evaluation methods; forecasts future long range planning needs; defines problems and proposes alternative methods of implementation for adultions. needs; defines problems and proposes alternative methods of implementation for solutions. Qualifications: Graduation from an accredited college or university with major course work in planning, public, business or educational administration, operations research or a related field. Considerable knowledge of college organizational functions, of data collections and interviewing techniques; of statistical analysis and interpretation; of sampling methods and techniques; of data processing systems and applications; and of project management techniques. Proven leadership ability within a team environment.

Salary Range: \$25,191 to \$38,463, commensurate with education and experience.

Starting Date: August 1, 1992 or as soon thereafter as possible.

Application Deadline: 4:00 p.m. Friday, June 12, 1992 Applications: All applicants must submit an official Commonwealth of Virginia application form, resume and official transcripts referencing the position number. Applications and information may be obtained

Personnel Office
Patrick Henry Community College
P. O. Box 5311
Martineville, VA 24115-5311
Telephone: (703) 638-8777, ext. 213
FAX Number: (703) 638-8489

Patrick Henry Community College is an Affirmative Action, Equal Opportunity Employer. Applications from qualified minorities earnestly solicited. The successful applicants must furnish proof of identity and

cation screening will begin immediately and continue until position is filled. Send resume, official transcripts, and names of five reterences (of Dr. Douglas A. La-Plante, Dean, School of Education, Health, Physicial Education and Recreation, Dickinson State University, 291 Campus Drive, Dickinson, North Dakota 58601-4896. AA/EOE.

Elementary Mathematics Education: Search extended. Georgia Southwestern College has a tenure track opening in Mathematics Education, beginning September, 1992. An Ed.D., Ph.D. or near compile tion of doctoral study in a field related to elementary mathematics education is preferred. A secondary teaching field is a plus. Jesching

alon of Education, Georgia Southwestern College, Americus, Georgia 31709, GSW is an EOAA educator and surployer.

Christian University, Fort Worth, Texas an EOAA educator and surployer.

an guard and acceptant and appropriate and app

nes to apply.

English: Allegany Community College, faculty position. Allegany Community College, a comprehensive public two-year institution, invites arrifications for a nine
monthlycer, tenuye-track faculity position
in English. Starting date: August, 1992.
Classes include developmental contract,
English composition, and Business and
Technical Communications. Bachelor's in
English required; Mester's in English or
English Education (at least 18 graduate
hours to English required. Ed.D. (in curriculum and lastraction or related field) or
7h.D. (with coursework in corriculum, ed-



UNIVERSITY AT BUFFALO State University of New York

The University at Buffalo Libraries are now recruiting for the two positions listed and are seeking candidates who will continue to enrich and diversify our staff. Minorities and members of underrepresented groups are encouraged to apply for these employment opportunities.

The UB Libraries are members of RLG, ARL, CLR, and State and local consortia. Comprised of ten units, including Health Sciences and Law, the Libraries hold over 2.6 million volumes, subscribe to over 28,000 serials and periodicals, and have 3.8 million microforms. The BISON online information system is NOTIS-based. The staff is comprised of approximately 110 library assistants, 65 library faculty, and 25 professional staff.

The University at Buffalo, a member of the Association of American Universities, is the largest and most comprehensive campus of the SUNY system. UB has about 27,000 students, 8,500 of those in graduate and profession-

ARCHITECTURE AND ART SUBJECT SPECIALIST. Librarian is in charge of the Architecture and Planning Library, a branch of Lockwood Library, and serves as subject specialist for Architecture and Planning, Art History and Art. Develops collections supporting curriculum and research needs; participates in general and specialized reference services and bibliographic instruction programs in both APL and Lockwood; supervises operations, one support staff and student assistants in APL. As Subject Specialist, responsible for appropriate acquisitions funds; in-depth research consultation/services; and liaison with faculty. Actively participates in the team management structure of Lockwood Library. Some evening and weekend hours expected.

Qualifications: Required: ALA-accredited MLS, supervisory experience, subject expertise in Architecture and/or Art History, public services experience, and familiarity with electronic information resources. Highly desirable: relevant advanced degree, competency in a European language, evidence of participation in innovative public services programming, and experience in academic libraries.

Rank/Salary: Tenure-track faculty position with the rank of Assistant Li-brarian @ \$25,000 or Senior Assistant Librarian @ \$30,000. Salary/rank

REFERENCE/ONLINE SEARCHING LIBRARIAN

REFERENCE/ONLINE SEARCHING LIBRARIAN,
SCIENCE AND ENGINEERING LIBRARY. Provides reference services (some evening and weekend hours) and bibliographic instruction to science and engineering students. Online searching responsibilities include: computerized bibliographic searches in scilitech areas using databases on DIA-LOC, BRS and STN; database searching and document delivery as part of SEL's fee-based information services; maintains files and statistics on database searches; oversees end-user searches on CD-ROM; provides documentation and training files and statistics for each searches. mentation and training for staff and end-users for all the above and of BISON; serves as SEL's BISON contact; and contact/trainer for networker resources (OPACS, datafiles through internet, OCLC-EPIC and RLIN). May serve as a primary solector and bibliographer for at least one subject in the natural sciences or engineering.

Qualifications: Required: AIA-accredited MLS with coursework/experience in microcomputer applications for online searching. Desirable: Familiarity with bibliographic utilities (OCLC or RUN), degree in a science/engineering discipline, professional library experience, and experience demonstrating the ability to manage.

Rank/Salary: Tenure-track position with faculty status at the rank of Assistant Librarian at a salary of \$25,000.

LAW LIBRARY—CATALOGER. Catalogs and classifies legal and law-related materials in English and other languages in MARC format. Responsibilities include: original cataloging; editing cataloging available through OCLC/RLIN; recataloging and reclassifying materials; maintaining cataloging records; contributing to local authority control procedures; and assisting in special projects related to revision of local BISON (NOTIS-based) system. Assists Head of Cataloging in establishing and implementing cataloging/authorities podicies/procedures. Oversees BISON catalog maintenance for Law Library records. Supervises a clerk and the daily workflow of the department.

Qualifications: Required: ALA-accredited MLS. Highly desirable: experience with cataloging legal materials. Preferred: familiarity with AACR2, LCSH, MARC formats: reading knowledge of a Western European language; and experience with a local public access catalog. Rank/Salary: Tenure-track position with faculty status at the rank of Assistant Librarian @ \$25,000.

Send letter of application and résumé including the names of at least three references to: Kenneth Hood, Personnel and Staff Development Officer, University Libraries, University at Buffalo, 432 Capen Hall, Buffalo, New York 14260.

Search Committees will begin reviewing applications immediately and continue until appointments are made.

AN EO/AA EMPLOYER Ethnic Minorities are Encouraged to Apply

Opportunity, Affirmative Action Employer. (6-24312)

English: Two tenure-track positions, effec-tive September 1, 1992, for generalists to teach composition, introductory literature. Required: doctors in English, teaching experience and scadenic training appropri-tie for position. Desirable: specialization in rhetoric/composition. Ill guistics/grammar, and/or critical theory. Minority surfica-tions encouraged, Send application letter, vita, all college transcripts, at lensi three cursed letters of recommendation by May 21, 1992, to: Dean David M. Taylor, Liv-ruston University, Station 23, Livingston, Alabam 35470. No consideration will be given to incomplete applications. Rough

Opportunity Employer.

English as a Second Larguage: Full-time assistant professor, Starling Seriember, 1992. Twelve-month, non-tenure track nosition, reaswable annually. Teach three ESL courses per quorter in intensive English program. Participate in associated departmental duties. Assist in advising, testing and developing curriculum. \$25,00 and fringe benefits. Required: metive proficiency in English, M.A. in TESL or rolated Beld, minimum three years university-level ESL/EFL, teaching experience. Excellence in teaching evidenced by student and/or administrator evaluations, Involvement with TESOL and overseas teaching experience experience of teaching excellence, and list of three references with addresses and phone numbers to Gayle Nelson, Department of Applied Linguistics and ESL, Univorsity Plaza, Georgia State University, Atlanta, Georgia 3030. Deadline: June 18, but the rosition will remain open until filled. Geurgia State University, a until of the University System of Georgia, is an Equal Opportunity Educational Institution and an Equal

English as a Second Language: Seeking a qualified person to lead English as a Foreign Language program for Texas A&M, Kortyama, Japan campus starting Fall, 1992, M.A. In TESL or related degree; extensive overseas teaching experience; solid administrative experience with an EAP program. Salery negotiable and compensurate with experience. Benefits include annual pound trip inflare, furnished apartment, insurance puckeys, stipend, and other bonefits. Contact: Dr. Bill Stous. Direct er bonefila. Contact: Dr. Bill Stout, Director; Texas A&M Univorsity/Korlyama 1-20-22 Motomachi; Koriyama-Shi; Fuku-shima-Ken; 963 Japan; Fax; 0249-39-3976. Deadline: June 30, 1992. AA/EOA.

English as a Second Language: Full-time inarticior at the Intensive English Language
Center to start August 17, 1992. M.A. in
TESL or Linguistics, three years' teaching
axperience of the start and the search search
ence with Language students desired. Send
résumé, Inspecifics and macros of three referonces by June 4, 1992 to: Linda Brusson,
intensive English Language Center-149,
University of Newade-Reno, Reno, Newada
89537; leightone (702) 784-6075; fax (702)
784-4015. AA/EOB.

English as a Second Language: Pull-time, Director, Intensive English Institute, beginning August 1, 1992. Directs a growing English as a Second Language (ESL) program for both matriculated and non-matriculated international students, Prinary duties include recruitment, curriculum development, supervision of faculty and staff, budget control, and interface with the University's other departments and offices. Ph.D. or Master's in ESL or related field

GEORGIA SOUTHERN UNIVERSITY

School of Business

Instructor of Information Systems and Coordinator of School of Business Computer Resources

Program growth at Georgia Southern University has created unprecedented apportunities for those interested in Juning the faculty of an AACSB-accredited program at one of the nation's fastest growing institutions of higher education, now enrolling over 13,000 students.

A full time, twelve month, instructor level, tenure track position in the Department of Management with collateral duties as Coordinator of the School of Business Computer Resources is available for July 1, 1992. Duties will invulve teaching and managing computer resources in the School of Business. Teaching and managing computer resources in the School of Business. Teaching requirements will be in information systems at the undergraduate level. Coordinator duties will require the management of all school computer resources including faculty and student systems.

A Master of Business Administration or equivalent with at least one year of tuil time university level teaching experience and significant applicable experience in managing computer resources are required. Technical expertise in microcomputer systems to include: knowledge and experience in LAN implementation and management; microcomputer hardware support and repair capabilities; and user support and help desk experience is required. Good communications skills and proven leadership ability are required. Experience with Novell, DEC VAXVMS, and USCN is desirable.

The salary is competitive and dependant on qualifications. The position is available july 1, 1992. Screening begins on May 25, 1992. Apply to: William McCartney, Head, Department of Management. L.B. 8152, Georgia Southern University, Statesboro, GA 30460-8152, 912-681-5216, with a letter of application and a current vita by May 25, 1992. Georgia Southern is a member institution of the University System of Georgia. Applications are especially solicited furnt women and minorities. Georgia Southern is an Affirmative Action, Equal Opportunity Institution. The names of applicants and nominees, resumes and other general non-evaluative information are subject to public inspection under the Georgia Open Records Act

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

FULLERTON COLLEGE

Head Football and Head Golf Coach Physical Education Instructor

100% First-Year, Tenure Track Contract 50% Coaching Duties and 50% Physical Instructor Beginning 92-93 Academic Year

Responsibilities: Head coaching assignment will be Football and Golf teams including the organization of practices and gemes; supervision of personnel, recruitment of student athletes; and administrative duties (fund reising,

Qualifications: Master's degree in Physical Education, OR Bachelor's degree in Physical Education AND a Master's degree in any life science, dance, physicology, health education, recreation administration, kinesiology or physical therapy; proficient in all phases of coaching football and golf; or the coultedness.

Application Deadline: June 19, 1992 Application Procedure: Complete application includes: District application form, letter of interest, résumé, unofficiel collège transcripts, names of three references. Request application packet from:

North Orange County Community College District 1000 North Lamon Street Fullerton, CA 92632-1318 Phone: (714) 871-4030; FAX (714) 738-7853

North Orange County Community College District is an Affirmative Action, Equal Opportunity Employer.



NorthWest Arkansas Community College ADMINISTRATIVE & FACULTY POSITIONS

NWACC is a two-year old, publicly-supported, multi-facility college with-out walls. The college serves the Bentonville/Rogers, Arkansas school dis-tricts, two economically strong, vibrant communities situated in a region of lakes, rivers, and scenic beauty at the base of the Ozark Mountains in the northwest corner of Arkansas.

The institution has an ever-growing credit enrollment of 2,000 offering AA and AAS degrees. Important facts about NWACC: Growth in first two years has been 48%; Business/Industry program recently initiated; excellent local support; recently purchased 77 acres for a central complex. Accepting applications for a Counselor and Respiratory Care (Clinical Coordinator/Instructor); and full-time faculty positions in Computer Science and Sociology/Anthropology.

Paculty positions require at least a Master's degree in the subject taught. College reaching experience a plus, but not required. Salary commensurate with established salary schedule, based on academic qualifications and expensions.

The Counselor and Clinical Coordinator/Instructor positions have annual contracts beginning 7/1/92; 9-month contracts for faculty begin 8/10/92. To receive an application package, send a letter indicating the position of interest by 5/30/92 to: Coordinator of Personnel Records, NWACC, P. O. Box 1448, Bentonville, AR 72712 or call (501) 636-7202. Begin reviewing applications June 1, 1992. AA/BOE.

rius administrative experience, preferably in ESL higher education, also required. Extensive overseas experience preferred. Competitive salary and benefits. Review of applications will begin fund 8, 1922. Send follow of applications will begin fund 8, 1922. Send follow of applications of reference to James Troisno, Curriculum Coordinator and Associate In-

Foothill-De Anza Community College District

Foothill-De Anza Community College District in the San Francisco Bay area is currently accepting applications for the following faculty and management positions for the 1992-93 academic year: FACULTY:

Accounting Instructor. Open until filled. Announcement #92065.
Art History Instructor. Open until filled. Announcement #9204.
Aviation Instructor. Open until filled. Announcement #9204.
Chemistry Instructor. Open until filled. Announcement #9206.
Child Development Instructor. Open until filled. Announcement #9206.

Computer Graphics Applications Instructor. First review date: 5892
Announcement #92069.
Computer Information Systems Instructor. Open until filled. Announcement #92041.

ESI. Instructor. Open until filled. Announcement #92043
German Instructor. Open until filled. Announcement #92056.
Head Basketball Coach/Instructor. Open until filled. Annou

Music Instructor. Second review date: 6/1/92. Announcement #92060. Photography Instructor. Second review date: 6/1/92. Announcement #92061. Software Engineering Instructor. ware Engineering Instructor. First review date: 5/8/92, Announce Teacher, Child Development Center. Open until filled. Announcemer #92055.

MANAGEMENT: Division Dean, Physical Education. First review date: 6/8/92. Annunc

Vice President for Student Services. First review date: 5/15/92. Ap-Applications and complete job descriptions may be obtained from

Employment Services FoothIII-De Anza Community College District 12345 El Monte Road Los ALtos Hills, CA 94022 (415) 949-6217

A résumé or vita may not be substituted for a completed application.

AA/EOE.

SAN LUIS OBISPO

FACULTY DIVERSITY RECRUITMENT

The Cal Poly faculty diversity program scoks to create a faculty which reflects the ethnic and cultural diversity of California. Cal Poly is establishing a pool of qualified individuals, especially women, persons of color, and members of other underrepresented groups, that may be appointed to either full-time aculemic year tenure-track or lecturer positions. Academic mak and salary will be commensurate with the qualifications of the individual. Qualifications: appropriate terminal degree; evidence of success or of strong potential for success as a university-level teacher; covidence of or potential for professional activity as a scholar professional, or performing or creative artist.

There is no deadling for amplications, but conditates are encouraged to

There is no deadline for applications, but caudidates are encouraged to submit applications as soon as possible in order to receive full consideration. Starting date is negotiable, but must start at the beginning of an academic quarter, Applications and nominations should be addressed to:

Robert D. Koob
Vice President for Academic Affairs
and Senior Vice President
Faculty Diversity Program
California Polytechnic State University
San Luis Obispo, CA 93407 Applications will be forwarded to the appropriate academic department Applicant screening and subsequent actions will be conducted in accor-lance with established University procedures.

Cal Poly is an Equal Opportunity, Affirmative Action Employer

ternational Student Advisor. Keystone Junior College, a private. 2 year liberal arts college located in northeastern Pennsylvanila, invites applications for the newly created position of Curriculum Coordinator and Associate International Student Advisor. The successful candidates for this position will assist in the administration, monitoring and assessment of student, faculty and program needs for the Keystone Internative Bnallsh Program curriculum. Additional responsibilities include individual academic and cultural advising, and teaching ISI. composition/literature courses during spring and fall semesiers and intensive linglish classes during the summer session. Requirements include a Master's degree in TISI., applied linguistics or related field, proven experience in curriculum develop-TESL, applied linguistics or related field, proven experience in curriculum development and implementation, foreign student counseling, and college-level teaching of ESL composition/literature. This is a one-year position with the possibility of renewal. Please send letter of application addresses and relephone numbers of three references, by May 22, 1992, to: Mary R. Dower, Human Resources Coordinator, Keystone Junior College, P. O. Box 50, LaPiume, Pernsylvania 18448-0200. BOE/MF/H/V.

English/Reading: English/Reading Skills Instructor. Olivet College seeks a person qualified to diagnose reading skills for placement purposes and to develop and leach courses for at-risk students. Tenmonth appointment. Teaching begins August 24, 1992. M.A. preferred, bachelor's degree required in English or education with special interest in reading or learning disabilities. Salary: \$22,000; rank of lecturer or instructor. Send a letter of application, résumé, and telephone numbers of three references to: Laura Mass, CALL. Program Director, Olivet College, Olivet, Michigan 49076. Olivet College is an Equal Opportunity Employer that encourages ap-

firmative Action, Educatory for player.

Environmental Engineering The Environmental Engineering program at Monana Tech secks a Ph.D. on gineer for a will exclusive the player of the program at the B.S. and M.S. levels. This terme track position requires teaching undergraduate and graduate courses in industrial water pulsaria to control, environmental laws and recibin control, environmental leading to m.M.S. decision of research feedings to m.M.S. decisions a required and industrial experience is desirable. Saler is compelley. Montana Tech is a small but highly regard the Montana Tech is a small but highly regard the Montana University System. Rest of the Montana University System. Rest of the Montana University System. Rest of the Montana University System, and university Dean of Environmental Engineering and Natural Sciences Division, Mortana Tech. West Park Street, Batte, Mostana 59701. Screening will begin Just 1.

plications from qualified minority storp members and women.

inembers and women.

Environmental Biology: Environmental Microbiologist. Assistant Professor. The Biology/Microbiology Department invites applicants for a mins-month, tenure-inact teaching and research position. Ph.D. in Microbiology or related area with emphasis in environmental microbiology and enterior in annearobic microbiology and exact productivity, and skills in communication and working effectively with six cating and working effectively with six cating and peers are also required. See letter of application with microbiology as restatements of teaching philosophy as restatements of teaching philosophy as re-

Library Positions

The Robert W. Van Houten Library at NJIT seeks experienced, innovative and highly archeted information professionals to fill newly created positions:

RILLETIN BOARD: Positions available

Directed Technical Information Services Directs all functions and operations of the Needet Technical unumanated of the state of ton deviopment, user faison, facilities design, manarcia control and start develop-ment. Ability to introduce innovative, responsible, cost-effective services as well as ex-ment. Ability to introduce instantial, on-line searching and information marketing priests in computer-based systems, on-line searching and information marketing high designate. ALA accredited MLS; undergraduate degree in science or technology; highly designate. ALA accredited MLS; undergraduate degree in science or technology; sopervisory experience in a technical information center; excellent verbal and written nions skills. Public relations experience useful.

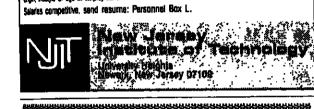
Communications skills. Public relations experience useror.

Directs, Technical Processing Services Directs all functions in the technical processing component of the library; considered an expert in library automation, acquisitions, catologing, classification and indexing, and is experienced in use of OCLC, LC LCSH and ACR2. Responsible for operation of the DRA software system, establishing databas standards, strategic planning, financial control and staff development. Ability to landuce innovations for improving user access to library resources as well as experience in cataloging and classification in computer-based systems required. ALA acceptated MLS; excellent verbal and written communication skills; supervisory exceptances in a library technical services organization. outence; experience in a library technical services organization.

Relatical Reference Librarian Performs general reference services including literature Remeas researches commune remorms general reference services including literature serving and analysis and user education; implements user listson program with selected departments; and develops print and non-print collections. Ability to devise new or improved products and services plus experience in computer-based systems, or-ne searching, and collection evaluation highly desirable. ALA accredited MLS; undergraduate degree in science or technology; excellent verbal and written communication skills.

NET is the largest comprehensive technological university in the New York/New Jersey are with nearly 7500 students enrolled in baccalaureste through doctoral programs in Newtr College of Engineering, the School of Architecture, the College of Science and Uperal Arts, and the School of Industrial Management.

null does not discriminate on the basis of sex, race, color, handleap, religion, national or ethnic cop, healyle or age in employment.



THE UNIVERSITY OF TENNESSEE, KNOXVILLE

Director of **Non-Credit Programs**

Applications and nominations are invited for the position of Director of Non-Credit Programs. The University of Tennessee, Knoxville. Quilifications: Master's degree required (carned ductorate preferred) and experience in Continuing Higher Education or corporate adult education destrable. Candidates must exhibit experience in budget management, marketing, program development, and staff supervision. Familiarly with a computerized environment necessary. Knowledge of administration in non-credit programming and the ability to interact with a variety of individuals in community, business, and university settings helpful. The successful candidate will have an understanding of and demonstrated commitment to extual employment opportunity and af-

Responsibilities: The director is responsible and held accountable for the bial administration and operation of the Department of Non-Credit Programs to Include planning, programusing, budgeting of a self-supposing operation, program evaluation, personnel functions, policy formation, and liston with University personnel and corporate/industrial representatives.

Review of applications will begin May, 1992 and continue until position is filled. Send résumé, letter of application, and three protessional refer-

Dr. Kathy Warden, Chair Search Committee University of Tennessee University Evening School 451 Communications Building Knoxville, TN 37996-0341

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

1992 and continue until the position is Box 6186, Mississippi State, Mississ Bod. EEO/AAE. 139762. MSU is an AA/EEO Employer. Impromental Studies: Western Michigan University seeks applications for a tenure track assistant professor position in environmental studies for fail 1972, pending a feet of the students assistant professor position in environmental studies for fail 1972, pending as feet of the students. As a part of the Emulanent ward, in environmental schence or in one of the setence disciplines, coupled with expensions as a feetily member in an environmental studies program. Candidates should have demonstrated potential for teaching scholarship and publication in order to assist as a leadership role in the growing environmental studies program at the undertakent of the students and thoir families, appropriate state under the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state under federal officials, financial institutions, and professional peers. The Director supervises a qualified staff and directs the total insurance allowed the statement of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state under the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state undertakent of the students and thoir families, appropriate state the students of the st simulity action program and encourage sterications from women and members of magnity groups who are qualified for this rection. Send letter of application, vita, statesic inpacting and three letters of recommendation to: Larry Oppilier, Chair, Department of Science Studies, Western Michigan University, Kalamazco, Michiga 67008, Review of applications will be as May 2), 1992 and continue until positions filled.

bartia Stience: Teaure track, assistant or fittochia professor; teach undergraduate from the fanoliment Management, and analysis of Residence of Stiences (Carolina 28174.

Foreign Languages: Department of Humanites at specied, Required: Deciorate with other of research festion and applied statistic of research festion and replace of research festion and published research. Position on the fermion of the festive fermion of the festive festion and resumed, and the festive festive festion and resumed, and the festive festion and resumed, and the festive festion and resumed, and the festive festiv

tennial in 1993-97. The contest is a contest in the case in the ca

COMPUTING CONSULTANT

Houck Computing Center at Oberlin College seeks MS-DOS specialist as Academic Computing Consultant. Responsibility for support of MS-DOS labs, testing and assisting implementation of supported hard- and software, training student consultants, preparing documentation, teaching noncredit courses, and consulting with users. Desire credit courses, and consulting with users. Desire consulting with users. Desire 2 years' experience (or equiv-aient) supporting computing activities with MS-DOS systems, extended and expand tems, extended and expanded memory systems, Windows, and networking software; user experience with
VAXVMS and Macintosh
systems; and knowledge of
SPSS and other statistical
packages. Competitive salary plus attractive benefits. Send letter of application, ré-

sumé, and salary require-ments to: Kevin Welden-baum, Houck Computing Center, Oberlin College, Oberlin, OH 44074 by June 12, 1992. Late applications considered until position is considered until position is filled. AA/EOE.

COLLEGE **PLACEMENT COUNSELOR**

Assertive professional nezded to organize and supervise college placement office. This counselor is responsible for student/parent college counseling, financial sid, application process for admissions and scholarships and college admission personnel relations. For details on this 12 month position contact Mr. Ronald Russo at St. Mark's High School, Pike Creek Road, Wilmington, DE 19808; (302) 738-3300.

QUINNIPIAC (COLLEGE

PROGRAM DIRECTOR, RADIOLOGIC SCIENCES

Ouinnipiac College is located on an idyllic 160-acre campus in Hamden, Connecticut, convenient to New Haven, Hartford, New York City and Boston. The mission of the college is to provide excellent educational programs in a student-oriented community. Enrollment is increasing and is currently 2,400 full-time undergraduates (primarily residential) and 1,200 in graduate and continuing education.

We are seeking a Director for our bachelor's degree program in Radiologic Sciences. Qualifications include a Master's degree (PhD preferred) and a minimum of four years of experience at the director level at an academic institution. Demonstrated interpersonal skills and current registry are also required.

We offer a salary commensurate with experience and academic qualifications. Starting date is August, 1992. Review of applicants will commence on May 26, 1992 and continue until the position is

For confidential consideration, please send your letter of application, resume and three letters of reference, to: Mr. Ronald Beckett, M.Ed., R.R.T., Chairman, Search Committee, Department of Respiratory Care and Radiologic Sciences, Quinnipiac College, Mount Carmel Avenue, Hamden, CT 06518. We are an equal opportunity/affirmative action employer. Minority candidates are encouraged to apply.

12/12

DIRECTOR OF **SAFETYAND SECURITY**

Quatavus Adolphus College invites applications for the position of Director of Safety and Security to begin August 1, 1992. Major Responsibilities: managing the personnel and operational activities of the department; working with students, faculty and staff in developing and implementing safety and security programs; and ensuring compilance with college regulations, and state and federal re-

Required: Bachelor's degree or equivalent; 5-8 years' experience in a safety/security or police seiting, with evidence of progressive respon-sibility; strong administrative and interpersonal skills; documented crime prevention experience.

Desirable: Master's degree; familiarity with residential life in a liberal arts college setting; knowledge of environmental and OSHA regulations; supervisory and budgelary experience.

The college community, located in rural southern Minnesota, approximately 70 miles from Minneapolis-St. Paul, is composed of students, faculty, and staff numbering 2,800. The 255-acre campus includes 38 buildings, 19 of which are residences for 1,800 students. To apply, send a letter of interest, résumé, and the names, addresses, and phone numbers of three professional references to:

Dean of Students Office Custavus Adolphus College 800 West College Avenue St. Peter, MN 56082-1498

Applications from women and minorities are strongly encouraged. Review of applications begins May 25, 1992 and will continue until the position is filled.

AAVEOE

riculum vitae, and three letters of reference to Dr. Richard Nigro, Vice President for Academic Affairs, Philadelphia College of Textiles and Sciences, Philadelphia, Pana-sylvania 19144, Applications reviewed be-ginning June 8, 1992, until position is filled. An Equal Opportunity, Affirmative Action institution. Institution.

Forestry/Research: Research Audistant I. Mississippi Agricultural and Forestry Especiment Station, Mississippi State University Department of Forestry, Function: To assist scientist in three physiciony, allviculture, and solls research involving both field and laboratory studies. This position is supported by extranural hads, and support past one year is contingent on funding. Responsibilities: Profice at operation of scientific equipment which recease photosynthesis, transpiration, atomatal aperture, plant water potential, and soil moisture. Ability to work with the scientist in interpreting the results of the measurement. Planning new studies, maintaining and collecting data, and simusarizing information from existing studies. Analyzation and in-

terpretation of data and, when warrended, serving as co-entitive on publications. Requirements: Bachelor of Salence and Waster of Science degrees in forestry or a closely mixed field with exterience in one or more of the areas of specialization listed above. Deadline: May 4, 1992, or until a suitable candidate is found. Applications: Submit letter of applications, résumé, susdirencripts, and the names, addicases, and relegione numbers of three references to Dr. Bob L. Karr, Department of Farestry. Massissippi State, Mississippi 39762. MSU is an AAMEO Employer.

MSU is no AMEU supporter.

French: Beginning August, 1992. Ph.D. preforted, ABD or MA considered. Excelent frings benefits. Salary nesotiable. Sand letter of application, resume, and references to Dr. Joseph E. Barly, Vice Frasident for Academic Affairs, Cumberland College, Williamsburg, Kentucky 40769 by July 1.



DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS

Fairleigh Dickinson University invites applications for the position of Director of Corporate and Foundation Relations. Under the direction of the Vice President for Institutional Advancement, the position directs, promotes and develops corporate and foundation support of the university's cademic and institutional priorities. Responsibilities include developing a platingships between the university and business. include cleveloping relationships between the university and business industry and private foundations.

Qualifications: Bochelor's degree, advanced degree preferred; proven record of proposal writing and interaction with foundation and corporate giving representatives; thorough understanding of all aspects of fund raising. Prior experience in higher education is preferred. Excellent written, oral and public speaking skills are essential, as is the ability to interact offectively with colleagues, faculty, university administrations and staff.

Submit cover letter and resume by May 29 to: Employment Office, I'C-8, Fairleigh Dickinson University, 223 Montross Avenue, Rutherford, NJ

Equal opportunity/affirmative action employer M/F

Geography: One-year appointment beginning September, 1992 at Assistant Professor level, with strong possibility for subsequent-renewal in a tenure-track position. Ability to teach securnolic information systems and to manage and expand a secgraphy compater laboratory a must. Other subjects are flexible but should fit the department's emphasis on arban and environment's emphasis on arban and environments and studies. Sond letter of application, curriculum vines, copies of transcripts, and three letters of reference to Dr. Carolyn Adams, Chair, Department of Grography and Urban Studies, Temple University, Philadelphia, Pennsylvania 19122. Temple University is an Equal Oppostunity Employer, we encourage women and minorilles to apply.

German/French: Faculty. Assistant Professor of German (specialization other than Twentieth Century). Ph.D. required. Neurnative fuency. Abbity to teach French, or Spanish required. Only those with demonstrated ability to teach Freuch or Spanish need apply. Undergraduate level; fenure-

rary faculty position available August, 1992. A permanent position will be advertised for the following year. Responsibilities will primarily involve teaching Fundamentals of Geography, but profer candidate who could also teach a course on Africa. Doctorate preferred, Master's required. Salary is commensurate with qualifications and experience. Will begit previously applications lune 1, 1992. Submit retunge, three reference latters, transcricts, and letter of applications to Personnel Services, Northeasters State University, Tablesqueh, Oktabons, 14646. AAPGE.

Health Education: Instructor/Assistant Pro-fersor in Health Education, One-year tem-porary appointment available; if funded, may become on-going putition, For more information, contact Department of Health, Physical Education and Recrea-tion, Utah State University, Logan, Utah 8432-7000; (201) 750-1498. USU is an AA





DIRECTOR OF RESIDENCE LIFE Southwest Texas State University

Southwest Texas State University invites applications and nominations for the position of Director of Residence Life. Southwest Texas is a comprehensive university of 22,000 students offering bachelor's and master's degrees with 5,000 of these students housed in 21 residence halls. The university is located in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Auronio

DUTIES AND RESPONSIBILITIES

The Director of Residence Life reports to the Dean of Students and provides administrative supervision for all Residence Life facilities, personnel, and services. The Director is responsible for the supervision of Residence Life central office personnel, area coordinators, residence hall directors, and resident assistants. As the Director of Residence Life, she/he shares and resident assistants. As the Director of Residence Life, she/he shares responsibility for supervision of food service and hall custodial operations. She/he is responsible for professional and student staff development, residence hall facility operations, room assignments and reservations, enrichment of hall community life through organized programs of student activities, enhancement of exademic learning environments for all halls, and training programs for professional and student staff. As Director, she/he must interact on a regular basis with students and parents. She/he is responsible for personnel assignments, policy review and information, coordination with other university offices and departments, and annual and long-range budgetary planning. The Director maintains an efficient department operation consistent with university policy and guidelines. QUALIFICATIONS

QUALIFICATIONS

The successful candidate will have experience and knowledge in the full range of residence life functions. A master's degree is required in student personnel, management, business administration, educational administration, or a closely related field. A minimum of five years' experience in higher education/housing/student affairs/facilities management at the director/assistant director level or above is preferred. Must possess management skills in budgeting and personnel management. Position requires the ability to work under pressure and to deal effectively with students, parents, faculty and staff, alumni, and friends of the university. APPLICATIONS

Submit a letter of application and résumé, together with a one-page statement on the candidate's philosophy of residence life to Dr. John Garrison, Dean of Students, Southwest Texas State University, 601 University Dr., San Marcos, TX 78666; Phone (512) 245-2124. Review of applications will begin June 15 and will continue until the posi-

SWI is an AA/EEO Employer

Head of Book Publications Modern Language Association

The association is seeking a head of MLA book publications who, under the direction of the executive director, is responsible for the substantive development and the review process for books published by the association and for ensuring the quality of those books. The head works closely with committees of MLA members.

Qualified candidates will have advanced dogress in modern Qualified candidates wit have advanced degrees in modern fanguage or literature studies and a sophisticated understanding of current developments in the field. They should be published scholars. They should also have the ability to work well with MLA members and all levels of the MLA stall, a strong interest in intellectual and professional issues affecting the modern langua-ges and the humanities, and imagination and vision. Experience in print or electronic publishing at a university press or a scholarly journal would be helpful.

Salary is commensurate with experience. Send letter of applica-tion, curriculum vitae or rosume, and the names of three references by 26 June to Regins M. Vorbock, MLA, 10 Astor Place, New York, NY 10003-6981.

distory: I ate antiquity medievat. The fle-sortment of History. St. Louis University eeks applicants for a tomer-track appoint-neut on the Assistant Professor level. This resirion would begin August 1, 1952. Re-lew of applications will begin time 1, 1952. It is suintite candidate is not found by Au-ust 1, a one-year Visiting Professor will be expointed and the dendline for the search vill be extended until November 1 for an appointegant to begin academic year 1993-994. Applications, curriculum vilne, and apporting materials should be sent to Don-ild T. Critchiuw. History, St. Louis Uni-resity, St. Louis, Missoure 63103. St. Lou-ls an AA/EOE corplayer and encourages applications from women and minorities.

thiory: Lecturer. American History. History. Lecturer. American History. Hi

ities encouraged to apply.

nte seconi field. Ability to tench U.S. survey courses. Entraed doctorate required. Application deadline June 1, 1992. Dr. Lowis House, History Department, Southern Connecticu State University, New Haven, Connecticu OSIS, AAPOB, Women and Minorities encouraged to opply.

Human Resources/Affirmative Action: Director, Human Resources/Affirmative Action Officer needed for College of the Redwoods on the beautiful Northern California Const. 551,396-562,450. Excellent benefits package. For required application materials unjuscet (presonned Department, 735) Tompkins: Hill Road, Burcka, California 95501; 707-445-6850, All aprilication materials must be received by 5:00 p.m. on May 29, 1992. EOR.

rials must be received by 5:00 p.m. on May 29, 1992. EOR.

English as a Second Languaged lierature: The University of Papus New Chines Copeles Teachers College. Lecturer/Senior Lecturer in Language and Lierature. Applicants mast possess a higher degree in ESL, Language Trading, or English with ESL experience. Applicants should also demonstrate a good record of rubiketions, an interest in literature, literacy, curriculum design and/or third world develoment through education. Teaching experience in third/developing world at both secondary and tertiary level on odvantage. The suc-

DIRECTOR

Presidential Search Consultation Service

Association of Governing Boards

The Association of Governing Boards of Universities and Colleges is u non-profit association which provides services to the governing boards of its member institutions. Among the services offered by AGB is assistance in searches for campus presidents and other CEO's.

AGB seeks a Director for its Presidential Search Consultation Service (PSCS). The individual sought should:

- Possess good knowledge of academic governance and the presidency of colleges and universities.

 Possess the skills and style of a consultant.

 Be willing to reside in Washington, DC and to travel extensively.

 Be a person who will take considerable initiative in identifying client institutions and in presenting the services of PSCS.

Preference will be given to persons who have served as a campus CEO or Nominations and applications should be sent to:

Richard T. Ingram, President One Dupont Circle Suite 400

Washington, DC 20036 Review of applications will continue until the Associate Director is named.

but will begin in earnest on July 15, 1992. AGB is an AA/EEO employer.



ADMISSIONS

Admissions: Elizabethtown College invites applications for an Admissions Counselor. The title, however, will depend on experience and qualifications. Candidates with admissions or related experience with be given preference, but entry level candidates will be considered.

The position involves all aspects of the admissions operation including representing the College at high school visite, college fairs, interviewing candidates, evaluating applications, maintaining liaison with prospective attudents and secondary school counselors, and involvement in special on-campus visitation programs. Considerable travel will take place during certain times of the year.

Qualifications include minimum of a bachelor's degree, preferably from a liberal arts college; high energy level; good sense of humor; good speaking skills; and strong inter-personal and organizational skills.

To apply, please send letter of application, résumé, three current letters of reference and transcript to:

Martha A Farver-Apgar Director of Personnel Elizabethtown College One Alpha Drive

Deadline for initial screening of applications: June 12, 1992. **AA/EQ**



COORDINATOR OF ACCESS SERVICES ASSISTANT PROFESSOR

Coordinator of Access Services and Assistant Professor, Responsible for coordination supervision of circulation, interlibrary loan, current periodicals, reserves, stack maintenance (including off-site storage). Possible reference desk and other duties. Requirements ALA-accredited MLS plus 10 semester hours of graduate credit minimum four years' professional library experience, preferably in Access Services and Reference; successful experience supervising one or more service areas; demonstrated communications skills. Preferred: Second Master's degree or dectorate. Searcing date: August 24, 1992. Starting salarys 538,877-356,704 for academic year and summer, increasing to 340,821-357,439 in February 1993. Librari flutge benefits. Submit letter of application, curriculum vitae, and names, addresses and telephone numbers of three professionel references to: Roger W. Fromm, Chatperson, Search and Screen Committee, Harvey A. Andruss Library, Bloomsburg (Inhersity, Bloomsburg P. P. 17815. Applications will be reviewed beginning July 6 and continue until position is filled. Bloomsburg University is an Alfirmative Action, Equal Opportunity Employer. Blacks, Hisparics, women and all other protected class members are aspecially encouraged to apply.

ceasful applicant will assist in design and teaching of both language skills and singlish majors courses for traince accordance in the property of the propert

Historys The University of lows expects to make three or four temporary, inner appointments for 1992-93; (1) a Modern Europeanist, preferably with Prent specialty;

RESOURCES

DIRECTOR OF LIBRARY & LEARNING

Community College of Philadelphia, one of the nation's leading urban community colleges, seeks a highly qualified and experienced administrator to assume responsibility for the Library and audio/visual services. The Director will report to the Vice President for Academic Affairs. Specific duties will include planning. budgeting, supervision of personnel and implementing the vision of technologically up-to-date library and media services for both on- and off-campus students.

QUALIFICATIONS: MLS from an ALA accredited institution, managerial experience in an academic institution, managerial experience in an academic library and/or information systems setting, and demonstrated ability to work effectively with faculty, staff and students. The successful candidate will have experience in all aspects of the management of an academic library, including knowledge of automated. academic library, including knowledge of automated

Community College of Philadelphia is located on a modern, downtown campus and enrolls more than 16,000 FTE students annually in transfer and career programs. The library collection, housed in a renovated US Mint building, consists of approximately 100,000 volumes and 375 subscriptions supported by a staff of 10 professionals and 18 support staff.

This is a 12-month position with competitive salary and This is a 12-month position with competitive salary and fringe benefits, available August 1, 1992. Apply by sending letter and resume, including salary history and the names of 3 references by May 28, 1992 to: Personnel Office (kc), COMMUNITY COLLEGE OF PHILADELPHIA, 1700 Spring Garden St., Philadelphia, PA 19130. As an affirmative action, equal opportunity employer, CCP eagerly encourages applications from women and minority candidates.



DIVISION OF STUDENT AFFAIRS FLORIDA STATE UNIVERSITY

Director, Career Development Services

The Director, Career Development Services (The Career Center), is responsible for a comprehensive University-wide career services program with overall responsibility for planning, organizing, developing, administering and budgetling career related programs and delivery systems.

The Career Center's mission includes career advisement and employment services, preservice training and instructional support, research on state-of-the-art career programs, and dissemination of information about exemplary career intervention uncaties.

QUALIFICATIONS

Master's degree in an appropriate area of specialization and six years' directly related professional work experience; or a bachelor's degree in an appropriate area of specialization and R years' directly related professional work experience. A Ph.D. or Ed.D. Degree is preferred.

SALARY
(\$35,92)-864,700)—Salary commensurate with education and experience. APPLICATION DEADLINE

Applications must be received by May 28, 1992. To apply send a cover letter and two copies of your resume, and three letters of reference to: PERSONNEL RELATIONS FLORIDA STATE UNIVERSITY 216 WILLIAM JOHNSON BLDG. R-49 TALLAHASSEE, FLORIDA 32306-1001

FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION. EEO EMPLOYER

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master's, baccalaureate and associate de-sreas; manages budget; schedules chasses; recruits faculty; eyaluates faculty and staff; advises and teaches graduate and under-graduate students; and works effectively with other departments and colleges of the University. Qualifications: Doctorate in one of the disciplines of the derartment. Midnaum of five years' teaching experi-cace. Strong evidence of university admin-istrative, managerial and teaching ability. Submit letter of application; résumd and references no later them June 12, 1992, to: Office of Personnel Services, Attention: CHAIR.IET. Morehead State University, HM 101, Morehead, Kenucky 40351. MSU is an EQAA employer.

MSU is an EO/AA employer.

Industrial Hygiene: industrial Hygienist—
Faculty Position. The University of North
Alabama annunces the availability of a
tenure-track position in the Department of
Chemistry and Industrial Hygiene beginning August 24, 1992. Ph.D. required with
rank and salary commensurate with experience. The successful candidate minst direct
a baccalaurent degree program in industrial bygene, possess a strong commitment to
excellence in undergraduate teaching, demonstrate research competency to qualify as
director of the Occupational and Environmental Health Laboratory, and have the
expertise to serve as university safety officer. The position will remain open until
filled. Minority candidates are encouraged
to apply, Submit a letter of application accompanied by a detailed via (including
transcripts) and the names, addresses, and
telephope numbers of three references to
Mr. Robert S. Steen, Director of Human
Resources and Affirmative Action, Box
S03, University of North Alabama, Florence, Alabama 35632-0001. An Equal Opportupity Employer.

Institutional Resparch/Fhances Budget An-

Institutional Research/Finance: Budget An-alyst, Mississippi State University. Missis-sippi State University, a comprehensive

land-arunt university ranked in the too 100 research universities in the country. It seeking a fludger Analyst in the Department of Institutional Research. This recently created position reports directly to the Director of Institutional Research and its responsible for applying the principles of statistics and accounting to analyze past and present fluncted operations of the University and assemble reer data for comparative analysis. Other duties include proparation of acheduled reports for the University and Board of Trustees, analyses of Mississippi university budgets, and other projects as assigned. The auccessful candidate will possess, as a minimum, a bestelor's degree in math, statistics, or business,

projects as assigned, the autocament of date will possess, as a minimum, a backior's degree in math, statistics, or business, and two years of relevant, related expetence. Proference will be givan to established the statistic of the statistic of the conting, academic procedures, operations counting, academic procedures, operations and maintenance procedures, research, and land-grant operations. Candidates must demonstrate operations. Candidates must demonstrate operations to work in a team environment as well as independently. Salary will be commensurate with beckaround and experience of the successful candidates. Starting date is expected to a surface of the successful candidates. Starting date is expected to a surface of the successful returned, salary history and names of the professional references to: Dr. R. D. Jierprofessional references to: Dr. R. D. Jierperry. Office of Institutional Research, Drawer EY. Mississippi State University of an AA/EED mississippi State

Interior Design: Full-time, tenure-track po-sition in interior design beginning full 1992 at Converte College, Spartnabors, South at Converte College, Spartnabors, South Carolina, Position is at the assistant to as-sociate professor level, depending on quali-fications, Salary commensurate with expe-fications, Salary commensurate with expe-rience. Master's degree in Interior Design



UNIVERSITY COUNSEL Lincoln University of Pennsylvania

Applications and nominations are invited for the position of University of the Communivesith System of the Communivesith System of light Education, one of the four state-related institutions of Pennsyliable With an eurollment of over 1,400 students, a full-time faculty of \$\cdots, and a workforce of over 400. Lincoln University is one of the country distinguished small liberal arts institutions and the oldest of the historically Black colleges and universities.

historicity Black colleges and universities.

As the University's chief in-house legal affairs officer, the University Coursel reports directly to the President and mosts with the President's Coursel reports directly to the President and industry with the President's Coursel of the University when faced with logal options. The University Coursel establishes goals, approaches and strategies for the University coursel stablishes goals, approaches and strategies for the University at tigal affairs. The University Coursel is also responsible for providing all services required in all substantive areas of law affecting the University including, but not limited to labor and employment law, union, corporate and non-profit law, Intellectual property, governged and commercial contracts.

Characteristic duties would include the following:

Planding managing, coordinating, overseeing, and implementing the University's legal strategies;

• Working with outside legal counsel when necessary;

• Working the University administration with litigation support, legal advice, and preparation and execution of legal

ring as head or member of the University's negotiating Serving as team to the contract negotiations; Representing the University in courts of law, conducting law sults and/or formulating and providing defense.

Sulfs addor formulating and providing defense.

Qualifications include an LL.B. or J.D. from an accredited law school, and statistion to the Ponnsylvania State Bar. A minimum of ten years' reprinted as a lawyer, a record of demonstrated excellence in the reality of law, and an ability to work effectively in an acudemic environment. Considerable experience in corporate legal counsel and/or this practice with corporate clients is necessary. Considerable experiencial the illigation process is necessary. Knowledge of labor law and realizes is desirable. An effective leadership and management style, imaging all the process of the pro

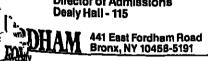
The position is available as of July 1, 1982. All inquiries should be tested to:

Mr. Jerry L. Isanc Assistant to the Prusident Lincoln University Lincoln University, PA 10352

ADMISSIONS POSITIONS

Formam University invites applications for possible openings in the Undergraduate Admissions Offices at both its Rose Hill and Incoin Center campuses. These positions might range and uncoin Center campuses. These positions might range from entry level admissions counselors (no experience lequied) to an assistant director (2-3 years admissions experience) to an associate director (6-8 years admissions experience). All positions require excellent speaking, writing and organizational skills. Candidates must possess a valid driver's lead, and be willing to travel and work long hours. Although not required, a good sense of humor is helpful. A minimum of stackslor's degree is required.

Please send resume by June 1 to: William DiBrienza, Director of Admissions Dealy Hall - 115



The histon Director, Center for Civil and Research and Re

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CAPITAL **CAMPAIGN MANAGERS**

National fund-raising consult-ing firm located in Washing-ton, D.C. area seeks resident campaign managers. Successful major gift experience required. Excellent verbal, written, interpersonal skills a must Send résumé including specif ic campaign experience and accomplishments, along with salary requirements, to:

Jennifer Dublin Management Services
KERSEY & ASSOCIATES 4350 East-West Highway Suite 1000 Bethesda, MD 20814

No calls, please.

Positions in Student Affairs

Carthage The Office of the Dean of Students at Carthage has three openings for Hall

Directors with additional responsibilities in Student Affairs. These positions are available July 1, 1992. Responsibilities as Hall Director include the administration of a residence halt and staff supervision. In addition, each Hall Director will serve in one of the following capacities: Director of Student Activities, Assistant Director of Student Activities or Assistant Director of Residence Life. These are twelve month positions and require living

Qualifications: B.A./B.S. required and experience in Student Affairs prefetred.

Located on the shore of Lake Michigan midway between Chicago and Milwaukee, Carthage offers quick urban access from the relaxed environment of a small city. Predominantly Midwesterners, students come from more than twenty states and seven foreign countries. Founded in 1847, Carthage is committed to its association with the Evangelical Lutheran Church in America.

Application deadline: May 29, 1992

in an apartment provided in the hall.

Send letter of application, resume, and the names of three references to:

Kurt Piepenburg, Dean of Students Carrhage College, Kenosha, WI 53140-1994

EOE/Women and Minorities are especially encouraged to apply.

DIRECTOR OF ADMISSIONS AND FINANCIAL AID

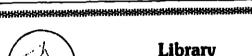
North Central College seeks an energetic and experienced leader to develop and manage the recruitment and admission of undergraduate students. and manage the recruiment and admission of undergraduate students. Founded in 1861, North Central is a comprehensive liberal arts college serving 1300 traditional-age, full-time undergraduates (850 live on campus), as well as 800 part-time evening and weekend students. Located in a high-tech, high-growth suburb 30 miles west of Chicago's Loop, the College's Fall 1991 freshman class was the largest in its history (344), with an average ACT of 25, and 13% minorities.

Reporting to the Vice President for Enrollment Management and Student Affairs, the Director will be the supervisor of all staff members in the Office of Admission and Financial Aid.

The successful candidate will be a person with at least a Bachelor's degree and preferably a Master's degree, 3-5 years' experience in higher education with some administrative experience, and a thorough understanding of and commitment to the educational values of a college like North Central.

The screening of applicants will begin May 25, with the expectation that the successful applicant will start by July 1, 1992. Sand letter of application and Professor Howard Mueller Cheir, Admission Search Committee North Central College 30 North Brainard Street P. O. Box 3063 Naporville, IL 60566-7063

North Central College to an Affirmative Action, Equal Opportunity Employe





Chesapeaka College is seeking a bright, highly mo-tivated person to provide evening reference assis-tance to students, stall, faculty and community pa-

READERS' SERVICES LIBRARIAN:

READERS SERVES STATEMENT REPORTS SERVES STATEMENT REPORTS REPORT REPORTS REPORT REPORTS REPORT REPORTS REPORT REPORTS REPORT REPORTS REPORT REPORTS RE

Submit letter of interest and résumé, stating position applying for, post-marked by May 28, 1992 to: Mrs. Shitley C. Patchett, Personnel Depart-ment, Chesapeake College, P. O. Box 8, Wye Mills, Maryland 21679. Howev-er, position will remain open until illied.

Female and minority applicants are encouraged to apply.

An AA/EOE employer.

disabilities. Consults with instructors regarding learning disabilities. Conducts with shape for students, faculty and staff pertaining to learning disabilities. Requirements: Ph.D. or and date who has completed all course work in Psychology with emphasis in learning disabilities. One year of experience in diagnoses and treatment of learning disabilities. Salary mant of learning disabilities. Requirements appears to the salary mant of learning disabilities. Requirements appears to the salary mant of learning disabilities. Requirements appears to the salary mant of learning disabilities. Requirements appears to the salary mant of learning disabilities. Requirements appears appears to the salary mant of learning disabilities. Requirements appears appea

Utah 84001.

Library: Librarian. Responsible for business and financial operations, fund raising, development of academic credibility and scholarly reputation, oversish of cataloging and indexing operations, supervision of paid staff, making recommendations on hirtag and wage decisions, purmoding the Library through public appearances, complines written reports, drafting proposals for inbrary policies and procedures, participating in professional activities, and writing materials for referred and pon-referred pournals. Minimum qualifications included MLS and related experience; also desired are a demonstrated record of scholariy publication, experience in securing funding sprains for pon-profit organizations; and opportunency in the two of personal computers and library software. The Kalmbach

Memorial Library is a private, non-profit library devoted to railroad technical history and model railroading, located in Chattanooga, Tennessee. This position will be the sentor administrative post in the Library, supervising a staff of three. Subject knowledge in the field is advantageous, but not necessary. The salary range is to \$30,000, commensurate with experience. Subject letter and resumé to: W. T. Becker, Staff and Records Department Head. P. O. Box 3680, University Staffon, Knowlife, Tennessee 37996. The position will begin no later than 1 September 1992.

later than 1 September 1992.

Library: University Engineering Librarian.
The University of Notre Dame, seeks an individual with a unique combination of abilities to fill this department head level position. The successful candidate will possess; a strong background in engineering; familiarity with computers and online scarching; and enthusiants for creating a patton-focused branch libraries transmit in the second of two branch libraries (Engineering and Architecture); collection development; program design; patron communication; on-line searching; reference; library instruction; and participation in divisional and library-wide planning. Qualifications: graduate degree in Library Science from an

Director of College Relations

Valdosta State College

University System of Georgia Valdosia State College, a Senior College in the University System of Georgia, seeks an experienced public relations professional to lead a comprehensive communications program with the College's key constituencies. The College has been targeted by the Board of Regents for elevation to Regional University status July 1, 1992, and the appointed will join a newly organized team of advancement professionals responsible for supporting the institution as it takes a leadership role in providing university services to South Georgia.

The College has an exceptionally beautiful 168-acre campus; employs 315 full-time faculty; and emoils more than 7500 undergraduate and graduate students in its Schools of the Arts, Arts and Sciences. Business Administration, Education, and Nursing.

Minimum qualifications for the position are a bachelor's degree and five years of progressively responsible work in the fletd of public relations. The successful candidate will have strong writing, speaking, and managerial skills. The ability to work well with others is essential in providing support to the President. Vice Presidents, Deans, and Department Heads. A graduate degree, experience in the news media, and accredited membership in the Public Relations Suclety of America

Salary and fringe benefits are quite competitive. The College seeks and encourages applications from minorities and women. Interested persons should submit a letter of application, a résumé, and the names, addresses, and telephone numbers of five references by June 3, 1992 to:

David T. Shufflebarger Assistant to the President for Institutional Advancement Valdosta State College Valdosta, QA 31698

An Affirmative Action, Equal Opportunity Employer

ALA accredited mogram; degree in or extensive knowfedge of the literature and terninology of engineering; commitment to
developing service-oriented branch ibrartes; capertience using electronic informational resources; and strong interpersonal
and communications skills are required.
Previous supervisory experience destrable.
Position information: missignum salary
\$79,000. Excellent benefits package. Application laformation: to apply, send letter of
application and names, addresses and
poone numbers of three references to:
Sharon Vesia, Human Resources Representative, University of Notro Dame Libraries, Notro Dame, Indiana 463-56. Applications will be accepted until the position is
filled. The University of Notro Dame is an
Equal Opportunity. Affirmative Action
Employer.

Library: Reference/Bibliographer, Business and Social Sciences, Asulstani/Associate Professor, renue track, calendar year position. Under the immediate supervision of the Head of the Reference Unit, provide reference service, bibliographic matrice tion, and database searching. Responsible for collection development in assigned subject areas and fulfillment of faculty responsibilities including research and service. Required: ALA-accredited MLS or equivalent degree; mfainum of 3 years of acreding

ifbrary: Indiana University Libraries— Bloomington, Indiana. Assistant Librarien, Associate Librarien or Librarien Headth, Health, Physical Education and Recreation

Library. Responsible for working closely with faculty and stridents to understand information needs and provide appropriate collections and services. Under general direction of Assucinte Dean fur Public Services, responsible for planting, managing, supervising, and evaluating unit's services and operations; primary responsibility for selection, training, and evaluation of user services including computerized services, coordination of personnel budges, and oversight of renovation; responsible for collection development, evaluation, and preservation and for management of muterials budget to support liPER curriculum and research needs. Qualifications; Maxiet's degree from an ALA-accrecined library school; supervisory experience demonstented ability to plan and evaluate library programs, to work with others to cumples library operations; experience with reference studies, collection development, computer-based library services, and instructional rechiques; demonstrated ability to communicate logically, clearly, and effectively ornily and in writing ability to work well independently and with others; imaginative, innovative, and responsive to change. Successful post-MLS professional library public service experience preferred: academic buckground to health, physical education, recreation, or a related field desired. Ability to meet mcs protested: academie background in health, physical education, recreation, or a related field desired. Ability to meet reuponsibilities and requirements of tenure-track aprointment. Sulary dependent upon qualifications and experience. Minimum: Assistant Librarian, \$25,713; Associate Librarian, and Benefits: Librarians hold tenure-track appointments within a system of ranks analogous to and modeled on those of the teaching faculty. They rorticipate in a system of faculty governance which includes elected fibrary councils. Whithin the University they are eligible for election to campus and university Faculty Councils and serve on University committees und assist forces. They are eligible for election to campus and university Faculty Councils and serve on University committees und other rosesarch leaves. Benefits: Blue CrossRibe Sibiett, Major Medical Insurance, TiAA/CREF retirement/annity plan, group life insurance and fiberal vection and sick leave. To apply send letter of application, resurre, and names and addresses of four references to: Marilyn Shaver, Personnel Officer, Indiana University Libraries, Major Library C-20; Bloomington, Indiana 47405; phone (812) 855-8196. Available September 1, 1992. Closing date; Review of applications begins June 15, 1992, continues until position is filted. EEO/AAE,



Choate Rosemary Hall

Director of Campus Computer Services

Choate Rosemary Hall Invites applications and nomina-tions for the Director of Campus Computer Services, an administrative position responsible for overall administrative computing, academic computing, and campus networking in support of school programs.

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students—and 300 employees, 120 of whom are teaching faculty. The school's 400-acre campus is lucated in Wallinglord, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Financial aid exceeds \$3.4 million.

The successful candidate will have demonstrated leader-ship ability, a minimum of three to five years of effective supervisory experience in a computer environment or equivalent, preferably in an educational or other nonprofit seiting; ability to design and implement strategy for use of computer technology on campus, including appropriate operation and security of all computer hardware, software, and database administration and management of available (manufal and human resources. Excellent interpressonal, oral financial and human resources. Excellent interpersonal, oral and written communication skills essential. A bachelor's or advanced degree in a computer-related field is required. Salary is competitive and the position includes housing

Review of applications will begin May 27, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992.

Nominations and applications should be addressed to: DCCS Search Committee, c/o G. Edmondson Maddox, Choate Rosemary Hall, P. O. Box 788, Wallingford, CT

Resembry Hell is an equal opportunity employer and ages nominations of, and expressions of interest from minority and female candidates

Binghamton

STATE UNIVERSITY OF NEW YORK

The COMMUNITY DIRECTOR supervises 7 Resident Assistants in an apartment complex and reports to the Coordinator for Graduate & Hayes Communities. The Community Director is responsible for maintaining inventories, key records and billing reports. He/she serves as a resource person for area student government. Responsible for the coordination of summer school/conference housing. Participate in weatered and vacation duty for the campus. Qualifications: Master's Degree in College Student Personnel Administration or a related field and strong administrative skills. This is a 12-month, live-in position with a salary of \$22,500.

The ASSISTANT COORDINATOR FOR STUDENT DEVELOPMENT exercises significant autonomy between several diverse, yet related responsibilities. He/she works closely with the Coordinator and Feculty Master in establishing area goals and works to create area wide programs and systems to support the living/tearning philosophy through ongoing work with the Resident Directors, Resident Assistants and area student government. Close interaction with steff, students, Readent Assistants and area student government. Coordinator rerives as a resource person for area staff and students. Facilities management through inventory control, working with maintenance personnel, and implementation of damage billings comprise additional primary responsibilities of this position. Other specific responsibilities include: assisting the Coordinator of Judicial Allains in the selection, intiming and advising of student judicial board members, managing college/community lacitities, hiting and supervising student workers, and creating various publications. Qualifications: Master's Degree in College Student Personnel Administration or a related field and strong administrative skills. An understanding of student development theory and the ability to apply those akills will be critical. In addition, shis must have expertence in a residential setting or other area where activities programming and/or advising is amphasized. This is a 12-month, live-out position with a salary of \$22,500.

Interested applicants for either position should submit a latter of application, résumé, and three Etters of recommendation to: S. Regins Sargent, Director for Student and Staff Development, Office of Residential Life, State University of New York at Binghamton, P. O. Box 6000, Binghamton, New York 13902-6000. Application deadline is June 1, 1992.

The State University of New York at Binghamton is strongly committed to affirmative action. Recruitment conducted without regard to race, color, sex, religion, age, disability, marital status, sexual orientation or national origin.

Library: Head, Latin American Collection and Latin American Bibliographer, George A. Smathers Libraries, University of Florida- Responsibilities: administers, coordinates and provides leadership for the Latin American Collection (LAC). Acts as chief fulsoon between Libraries and Center for Latin American Studies. Determines needs, priorities, plans and strategies to enhance LAC support of the humanities and social sciences research and instructional

Library: Public Services Chair. Manages public services (reference, circulation, reserve/inedia, stacks, copy ceater, and ILL) with a staff of 25 FTE. Server as a member of the library management team and its activate the library management team and its activate of the control of the contro ragement paticy, public and technical service programs and to establish Latin American collections, Supervises a 3.2 FTE. Participates in delinding library-wide collection management soals, objectives, strategies, performance oriterin and materials budgets. Porticipates in the library's publications and mod-raising programs. Requirements: ALA-apercatical MLS; miniamum five years' experience in a research library; advanced degree, preferably at the Ph.D. lovel, or commensurate experience in the social scleages or humanities; prior experience in selecting and acquiring Latin American inselecting and acquiring Latin American inselection of humanities; prior experience in selecting and acquiring Latin American inselecting and acquiring Latin American inselecting and evolution in the development of electronic information resources; demonstrated collection management competence. Knowledge of collection management services rote in multi-lagual research library environment, significant professional accompliament relevant to the responsibilities of the position, and competency in apeaking and writing English and Spanish. Benefits: Paculty status, Twenty-two days' vacation, thirteen days' sick leave annually. ThaACREF or other retirement options, autal insurance benefits, go state or local income tax. Sond letter of application with complete, recent resume and manes, addressos, and phono numbers of three professional references by June 30, 1992 to; Mari Bussell, Library Personnel Officer, George A. Smathers 1.



MANUFACTURING TECHNOLOGY APPLICATION ENGINEER

Lorain County Community College has recently entered into a five-year out-reach contract with the NIST Great Lakes Manufacturing Technology Center providing technology transfer to small and medium sized manufacturers in the the north central Ohio area. As a result, we are seeking candidates for the position of Technology Application Engineer.

This position involves sales, engineering, and local travel to area manufacturing companies. The qualified candidate will be an assertive self-starter, with a minimum of 10 years of combined manufacturing, manufacturing engineering and proven technical sales experience. A Bachelor's degree in engineering is required. An advanced degree in business administration is very destrable. This grant-funded position offers excellent salary and benefits and provides a unique opportunity for exposure to a broad range of manufacturing businesses its continuation depends upon sustained funding and productive sales

Applicants should submit a letter of interest, a comprehensive résumé and the names, addresses and telephone numbers of three work-related references. Additional documentation, including a professional statement and Loram County Community Collège application, will be required after receipt of initial materials. Official transcripts are required prior to employment. Forward all materials to:

Errol M. Browne, Director of Personnel LORAIN COUNTY COMMUNITY COLLEGE 1005 N. Abbe Road Elyria, Ohio 44035 The screening process will begin on or about Friday, June 12, 1992 and will continue until the position is filled.

Minority candidates and women are encouraged to apply.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

UNIVERSITY OF MARYLAND COLLEGE PARK LIBRARIES LIBRARIAN I

Coordinator for Electronic Reference Services

The University of Maryland College Park Libraries invites applications for the position: Librarian I Coordinator for Electronic Reference Services. RESPONSIBILITIES: Coordinates the UMCP Libraries' electronic reference services which includes fee-based Computer Assisted Research Service (CARS) and non-mediated Automated References Services (ARS); assists the Division's staff in use of the Integrated Library System (ILS), including the online catalog and its data files; coordinates training of searchers and evaluates their performance; recommends policies and establishes procedures; maintains budgets; prepares manuals and management reports.

QUALIFICATIONS: Regained: MLS from an ALA-accredited Library School. Three years of professional library experience. Demonstrated skills in innovating, developing and coordinating programs or services. Demonstrated awareness of current trends in electronic reference services and tools. Demonstrated commitment to public services and evidence of effective communication skills. Preferred: Experience in research or academic libraries. SALARY: \$29,702 minimum. Salary commensurate with experience. Excellent henefits. For full consideration, submit résumé and names/addresses of three references by June 8, 1992. Applications will be accepted until the position is filled. Send résumé to Ray Foster, Personnel Librarian, Library l'ersonnel Services, McKeldin Library, Univ. of Maryland, College Park, MD 20743-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER, MINORITIES ARE ENCOURAGED TO APPLY.

CURRICULUM COORDINATOR

Lutheran Hospital is currently recruiting for a Curriculum Coordinator General Education for our Lutheran College of Health Professions. Qualified candidates will need to have an indepth knowledge of educational theory curriculum process, instructional methods and evaluation techniques in post-secondary education. Master's Degree in Humanities or Social Sciences required. Doctorate in post-secondary education required. We offer a competitive salary and comprehensive benefit package. For further consideration send résumé:



LUTHERAN COLLEGE OF HEALTH PROFESSIONS

> Roberta Hackett Human Resources 3024 Fairfield Ave. Fort Wayne, IN 46807 (219) 458-2053 EOE

braries, 370 Library West, Gainesville, Florida 32611.

Library: Head, Preservation Reformating Department, Columbia University Libraries. Responsibility for managing the preservation microfilming program, including various and photography vendors; managing and photography vendors; managing are knowledge of preservation and photography vendors; managing are knowledge of preservation microfilming projects; supervision of technical saff who prevision of technical saff who prevail on the property of the provided special saff who prepare materials for microfilming (established photograph materials and perform quality control; and supervision of saff who prepare materials for microfilming (established photograph) and photography materials and perform quality control; and supervision of saff who prepare materials for microfilming (established photographic control; and supervision). Responsibilities also include coordinating pre- and billites also include coordinating pre- and supervisory experience in a service of the customer order program for microfilm in the customer order program for microfilm in and still photography; and sasting in all photography; and sasting in all photography; and sasting in the customer order program for microfilm in and supervision, committee; and prevention and recovery, and system with plantage for preservation and recovery, and system in and recovery, and system in and recovery, and system with plantage for preservation and recovery, and system in and recovery, and



Director of Administrative Software Systems and Technology Information Systems

Smith College invites applications and nominations for the porter.) Director of Administrative Software and Technology in the drawment of Information Systems. The Director provides leadership assessing the software systems needs of the college administration of the college administration of the software systems needs of the college administration in a support of those needs. The Director is responsible for manying a staff of five professionals and reports to the Director of Information Systems who, in turn, reports to the President of the tollege in the college, with a budget of over \$2 million.

Smith College is the country's luruest undergraduate college for

Smith College is the country's largest undergraduate college forms on with an enrollment of approximately 2,600 full-time, rendered students. The college is aggressive in advancing and integrating administrative software systems, moving toward a more lightly at worked campus, and making the most of its connection to the later-The college seeks a candidate with a vision and understanding dif-role of computing and communications in the administration of ali-al arts college. The Director must have proven leadership and mara-ment abilities, excellent written and oral communication skills, des-onstrated proficioncy in minaging multiple priorities, and the delat-to balance the development and resource needs of a broad and van-range of administrative departments.

mage of administrative departments.

Candidates should have a minimum of seven years of progressed, responsible experience in information systems, including substandinvolvement in the management of administrative software pages, preferably in an educational institution. Candidates should have strong technical knowledge and be familiar with the major opening environments used on campus (VMS, PC-DOS, Mac45, and NetWare). Experience with information Associates and BSR whose systems, and with PC database puckages is a plus. A Bachelori degree it is required; and advanced degree in a relevantable destrable. Starting salary will be in the mid to upper fortles, compassioned with skills and experience.

Applicants should submit a resume and a cover letter which induces.

Applicants should submit a resume and a cover letter which includes brief outline of the applicant's vision of the role of information telastogy in the administration of a liberal arts college. The deadling for beceipt of applications is June 1, 1992. Further information shouth position, Information Systems, and the college is available on require Please send all applications and inquiries to:

The Employment Group
Office of Human Resources
Box 500
Smith College
Northumpton, MA 01063

An Affirmative Action, Equal Opportunity Institution.

Minorities and women are encouraged to apply.

GOLDEN GATE UNIVERSITY

Since 1901, Golden Gate University has been providing students with academic excellence, and faculty with a professional environment in which they too can excel. As a private, non-profit institution, we offer degree program through the doctoral level and currently serve some

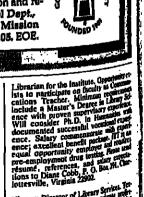
Director, **Doctoral Programs**

Planning, organizing, and directing the academic and administrative activities of the Doctoral Degree Program and support the policies as directed by the Academic Vice President and University President.

Selected candidate will develop and implement doctors programs and activities in conjunction with University Deans and faculty; teach two doctoral sominars per academic year; oversee degree programs and advise and counsel students; plan and recommend regular and adjunct faculty appointments; and write, edit and publish the Doctoral Programs Newsletter.

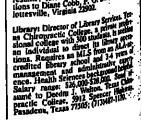
Earned doctorate required. Qualifications include knowlearned doctorate required. Qualifications include knowledge of doctoral programs, particularly in the area of academic oversight, and budget development and administration. Excellent organizational, managerial and interpersonal, skills are essential. Outstanding teaching and mentoring-project sponsorship and/or academic experience is required.

Position will remain open until filled.
Please send letter of application and resume to: H. Barnes, Personnel Dept.,
Golden Gate University, 536 Mission
Street, San Francisco, CA 94105. EOE.



large academic library are desirable. An ac-credited MLS or equivalent experience, and knowledge of one or more foreign lan-guages are also required. We are particular-ty interested in minority applicants for this nosition. Salary reasons are: 15 parties it. by intercated in minority applicants for this position. Salary ranges are: Librarian I: \$30,100-\$39,130; Librarian II: \$32,100-\$43,335. Excellent benefits include assistance with University housing and tuition exemption for self and family. Send resume, listing names, addresses and phone numbers of three references to: Kathleen M. Witishire, Director of Personnel, Box 35 Butler Library, Columbia University, \$35 West 114th Street, New York. New York 10027. Deadling for applications is June 3, 1992. An Affilmative Action, Equal Opportunity Employer.

Library: Manager, Toxille Information Center. The Institute of Textile Technology in Charlottesville, Virginia, desires to hire a staff member with experience in Library Managerial and technical activities necessary to function as the Manager of the Textile Information Center and to serve as the





Union Theological Seminary in Virginia

Union Theological Seminary in Virginia is seeking a Planned Giving Officer for an established Planned Giving program. The Planned Giving Officer is responsible for all aspects of the Identification, cultivation and solicitation of planned gifts for the seminary. This officer will administer the Planned Gwing program, report to the Director of Development and assist in securing planned gifts for the seminary's capital campaign.

Adhet planned giving techniques for Union Theological Semi-nay through direct mail and personal contacts.

**Pepare and distribute planned giving literature including bro-chures and other information on charitable remainder trusts, gift anuités, pooled income funds, gifts of real estate, gifts of tangi-ble properly, gifts of securities, and bequests.

**Coordhate and respond to inquiries arising from planned giving promotional materials and general Development Office litera-

Assist with development of seminar materials and present seminars on occasion to alumni, faculty, staff, churches, and friends of the seminary.

Prepare development proposals and present such proposals to prospective donors. Maintain personal contact with prospects to encourage interest in planned giving options. Coordinate activities incidental to making a gift, such as consulting with donors' attorneys or advisors, to ensure the necessary arrangements for colection of the gift.

cosecution of the State

Serve as liaison with volunteer groups and class representatives
who assist with marketing planned giving programs.

Recommend policy to Director relating to Planned Giving and/or

Consideration will be given to candidates who have the following skills and ambines: 3-5 years of direct experience in non-profit institutional development with involvement in planned/major gift solicitation, and knowledge of tax laws as applied to planned giving. The position requires receptonal writing abilities, organizational experience, interpersonal and communication skills. If not a Presbyterian, the applicant should understand the life and work of mainline Protestant churches in general. Applicant should have or be willing to acquire an understanding of the organization and work of the Presbyterian Church in particular and the role of theological seminaries in the life of the church.

Send résumés by May 22, 1992, to:

Director of Development Union Theological Seminary in Virginia 3401 Brook Road, Richmond, Virginia 23227

NEW HAMPSHIRE COLLEGE

Admission Counselor Mile fully involved with the usual array of admission office sponsibilities, as well as other duties as determined by the seds of the office and the specific talents of the individual.

daily will be at or near entry level, commensurate with dence and qualifications

osilion involves all aspects of the admission office operation. induling but not restricted to: representing the college at high school visits, college fairs, and other events; interviewing candidates for admission: reading and evaluating applications; maintaining fisison with prospective students and their parents, secondary school counselors, and alumni/ae volunteers; and knowement in special on-campus visitation programs. Significant travel required during certain periods.

Qualifications include: Bachelor's degree; strong interpersonal and organizational skills; high personal energy level; excellent writing and speaking skills; and a healthy sense of humor. Lipedence in admission preferred.

New Hampshire College offers a liberal compensation package. Fostion will be available during the summer months, but no later than August 1, 1992. Review of applications will begin on May 13, 1992 and the search will continue until the position is likely. Please submit a fetter of application, resume, and the names, addresses, and telephone numbers of at least three mes, addresses, and telephone numbers of at least three donal references to:

Director of Human Resources New Hampshire College 2500 No. River Road Manchester, NH 03106-1045 EOE/AA

sem because and enginey. American sem because and enginey. Green and enginey may mison fair poets, and stand-flatianing. West, contains more than the seminary with the seminary of the seminary with the seminary of the seminary of the seminary of the seminary plants of the seminary seminary planning seminary protects. Super-bear seminary protects and planting seminary protects and planting seminary protects and planting seminary sem

thany Head of Special Collections. State 10, 765 per annum, based on qualification and experience. Provides vision, and coordination ten to teaching and research mission of the compating the Department, with notable their providers and the areas of agricultural techniques and enough the control of the con tive skills and increasingly responsible supervisory experience. Excellent oral and written communications skills. Evidence of initiative, leadership, personnel management skills, and abdity to work effectively with colleagues and potential donors. Demonstrated capacity to develop and promote the use of collections and to interact effectively with faculty and students. ACA certification and experience in using automated technology for special collections operations and familiarity with USMARC-AMC desirable. Successful experience in arant writing and administration desirable. The University of California, Davis campus is a multicultural environment with a strong commitment to create a diverse community of faculty, staff, and students. Applications thould send letter, résumé, and the names, addresses and telephone numbers of linear references (including current supervisor) to Sandra A. Vella, Academic Personnet Coordinator, Shelds Library, University of California, Davis, California 956;6-5392; telephone 916-732-1138. Applications received by July 5. 1992 will be assured consideration. The University of California and specifically invites inquiries and applications from women and ethnic militarities.

BLOOMSBURG UNIVERSITY

REVISED

Director of Student Outcomes Assessment & Testing Services

The Director of Student Cutcomes Assessment and Testing Services will report to the Director of Planning. Institutional Rosearch, and Information Management on matters related to student outcomes assessment and university testing services. This individual will work with the assistant vice presidents in Academic Affairs, dears, directors, faculty, students, and other administrators in and outside of Academic Affairs. The director, in coordination with the Bloomsburg University Curriculum Committee, will conduct as sessment activities within guidelines developed by the providy's office and a student outcomes assessment committee. In addition, the director will courdinate all university testing activities and serve as administrator for all state and national testing programs. The university provides testing services to its students and to other individuals as a public service.

QUALIFICATIONS: Background in research design, statistical analysis, and manipulation of large data sets. Must be able to work independently and take limitative. Experience and shalls in testing and an understanding of curriculum development processes are destrable. Applicants must be able to relate to various campus constituencies and should have organizational and computer shalls. Applicant must meet the professional standards requirements set forth by Psychological Corporation and Educational Esting Services to approval as a test coordinator. Preference will be given to applicants with previous experience in student assessment and testing services. Minimum of master's degree required.

SALARY: Assistant or Associate Professor, depending upon experience and qualifications APPLICATION PROCESS: Applicant malerials should contain the fullowing information: a letter of application stating leasons for inferest in the position, 3 names of references and a current resumé. Send all information to: Outcomes/Testing Search and Screen Constitute, clo Mrs. Suellen Cooley, McCormick 2211, Bloomburg University, Bloomburg. PA 17815.

APPLICATION DEADLINE: Screening of applications will begin on June 3, 1992 and the position will remain open until filled. Bloomsburg University is an Allimative Action, Equal Opportunity Employer. Blacks, Hispanicy Latinos, women and all other protected class members are especially encouraged to apply.

BERRY COLLEGE

Assistant Director of Counseling

Berry College invites applications and nominations for Assistant Director of Counseling, Primary duties include individual and group counseling, administration, and coordination of outreach programs with residence halls and other student groups. Candidates must exhibit a strong interest in college students, women's issues, and their own professional growth. This is a full-time, nine-month position.

is a full-time, nine-month position.

A Master's degree in counseling, college student personnel, or a related discipline is required. Solid counseling experience, good communication skills, and creative approaches to programming are desired. The Assistant Director receives supervision from the Director of Counseling.

Berry College is an independent, four-year college with a tradition honoring the integration of learning, work experience, and religion-in-life. Berry's growing national reputation for academic excellence led to its inclusion in Peterson's Competitive Colleges 1991-92. The College's 1,600 undergraduates and 150 graduate students study on a 26,000-acre campus, which offers uncommon beauty and a great variety of work experiences. The campus is located within easy driving distance of Atlanta and Chattanougu.

Please send letter of interest, résumé, graduate transcripts, and three letters of reference to Dr. Marshall Jenkins, Counseling Center, 248 Berry College, Mount Berry, GA 30149. Screening of applications will begin on June 1, 1992 with applications accepted until the position is filled.

UNIVERSITY OF ARKANSAS AT MONTICELLO **UAM LIBRARY Reference Librarian**

The University of Arkansas at Monticello seeks applications for a Reference Librarian. This faculty, tenure-track position involves evening and Sunday reference duties, assisting patrons in the use of reference sources, and explaining the use of reference materials including CD-ROM computer searches. This librarian will supervise students assistants and close the library each evening. Candidates must have the MLS. Familiarity with ILL using OGLC, online database searching, and automated library systems desirable. Previous experience, especially reference service in an academic library, and interest in online database searching preferable. TIA/CREF, excellent fringe benefits. Salary will depend upon qualifications. Review of applications will begin June 1, 1992. Send letter of application, résumé, and names, addresses and telephone numbers of three current references to Dr. William F. Droessler, Library Director, University of Arkansas at Monticello, Monticello, AR 71655.

AN EEO/AA EMPLOYER

and Technology invites applications for the position of Director of the Devereaux Library. The Director is the chief administrator of the University Library, reports to the Vice President for Academic Affairs, and is responsible for the overall management of library planning, services, collections, budget, and staff. Candidates must hold an earned doctorate with an MLISMLS descee. At least four years experience an a librarian with responsibility for scientific technical or medical collections is delirable. Candidates are expected to demonstrate strong written and verbal costmunication skills, a knowledge of current technology and automation, and the leadership to direct both professional librarians and support staff. The Deversang Library is a modern four-story building. It houses over 183,000 monagraphic volumes. 119,000 apvernment documents, 90,000 microform titles, and 959 periodical subscriptions. The library is a selective U.S. Government De-

pository. The Doversaux Library is a member of the statewide South Dakota Library Network, a cooperative of ibbraries using PALS. The Library is automated and is also an active user of CAR/UnCover and Internet. SDSM&T, with approximately 2.500 students, is a well-known technological university located in Rapid City. The

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

Virginia Tech VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

> Virginia Tech is seeking a highly motivated development professional to join the university development staff in the following area:

DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS

The Director is responsible for the leadership and coordination of the university's corporate and foundation relations program. Working in conjunction with various constituent development officers, the incumbent will perform activities which include but are not limited to: identification, cultivation, and solicitation of corporations and foundations in support of university priorities.

Candidates for this senior level position should demonstrate proven track records in corporate and foundation development, preferably within a university setting, ideally with significant campaign experience. The position reports to the Associate Vice President for University Development within the university's central development office.

Interested candidates should send a cover letter, résumé, and names of five references to: Dr. Archie G. Phlegar, Director of Development Administration, Virginia Tech, Blacksburg, VA 24061-0336. Review of applications will begin immediately and continue until position is filled. Women and minorities encouraged to apply.

An Equal Opportunity | Affirmative Action Institution

DEVELOPMENT OFFICER

The Smithsonian Institution's Archives of American Art—housing the The priminsonian insulution's Archives of American Art—housing the nation's foremost collection of correspondence, diartes, gallery records, sketch books and oral histories documenting the visual arts in America—seeks an experienced fund raiser. Plan overall strategies, write proposals and meet with foundation executives and other potential tignos to develop support feetbe synthesis to develop support feetbe synthesis to develop support feetbe synthesis to develop support feetbe synthesis. write proposals and meet with foundation executives and other potential donors to develop support for the archives' publishing and acquisition programs. Broad and successful experience in securing grants from foundations required. Experience working in the cultural community with a knowledge of fine arts extremely helpful. Located in either our NYC or Washington office. For complete application package call 202-287-5102 (24 hr/touchtone activated line) press 9, and request Vacancy Announcement # 92-1095A. EEO/AA.

prea which has a mild climate is home to the beautiful Black Hills and Mt. Rushmore. It is expected that the position will be filled before January 1, 1992. The deadling for application is August 10, 1992. Salary is commensurate with qualifications and experience. Applications should include a personal statement of qualifications, a complete réumé and the names, addresses, and phone numbers of three references. Please send all materials to: Dr. Kenneth N. Han, Chair, Search Committee for Director of the Devereurs Library, Department of the Devereurs Library, Services, Wayroos College, Whycross, Georges, Wayroos, College, Whycross, Georges, and Policy College, Plants of the College of the Devereurs Library, Department of the Devereurs Library Services, Wayroos, College, Whycross, Georges (1992). rector of the Develous Tokery, Spark ment of Metallurgical Ringianering, South Dakota School of Mines and Technology, Rapid CMy, South Dakota 5701. The South Dakota School of Mines and Tech-pology is an Equal Opportunity, Affirma-tive Action Employer.

tive Action Employer.

Library: Reference Librarian. Regis University Libraries has an opening for an entry-level faculty Reference Librarian. This is a one-year appointment with the potential for rappointment to a tenure-track position the second year. This position requires an ALA-pecredited Master's degree in Library Socience and excellent communications skills. A background in science is desirable. Responsibilities include providing reference and informational services as well as participating in the bibliographic insuration program. Some night and wrekend hours will be necessary. Interviews will begin by June 1, 1992. Sead resumd and 3 reference letters to: Mary Lou McNeur, Dayton Mcmorigit Library, Regis University, 3333 West Regis Boulevard, Donver, Colorado 80221; Fay: 303-458-4264. BOB.

ices, Waycrosa College, Whycrosa, Georgia 11501-9248. Waycrosa College is an Af-firmality Action, Equal Opportunity insti-tution, Georgia is an Open-Records State.

Management information systems: Assistant Professor of MiS to teach undergraduate and graduate courses in Information Systems and Telecommuniculions. Tenure Irack position requires Ph. D. of DBA. Application deadline: Juno 30, 1992. Starting date: September 1, 1992. Send résumé to: Dr. Victoria Johnson. Associalo Dean, Stetson School of Business and Economics, Mercer University, 3001 Mercer University Privo. Atlanta, Georgia 30341. Mercer University is an liqual Opportunity Employer/AA.

well as participation in the bibliographic inarrection program. Some aight and weakend hours will be necessary, interviews
will begin by June 1, 1992. Sead resume
and 3 reference letters to: Mary Lou
McNett, Dayton Mcmorial Library, Regis
University, 1333 West Regis Boulevard,
Bonver, Colorado 80221; Fax: 303-4584264, ROE.

Library: Cateloger. A twelve-month nontenare track appointment beginning July 1,



Search Reopened

West Virginia University

Morgantown, WV 26506

DIRECTOR OF HOUSING AND RESIDENCE LIFE

West Virginia University Invites applicants and nominations for the part of DIRECTOR OF HOUSING AND RESIDENCE LIFE. Reporting to the Author Provided From Student Affairs, the Director is responsible to \$16,000,000 self-supporting tactvillary) operation consisting of nine redence halls housing 3,500 students, four dining halls, and 380 aparties. The position includes responsibility for student and stall supervision, but management, maintenance and facility operations including a major remaition project, food services, conference operations, and University adjustment of the project of the project food services, conference operations, and University adjustment of the project food for its empty on student development, social justice issues, alcohol, drug and such awareness education, and multi-cultural training.

Qualifications: Master's Degree in Higher Education Administrators for the property of the project o

Awareness education, and multi-cultural training.

Qualifications: Masser's Degree in Higher Education Administration, Sudar Personnol or related field required (Doctorate preferred). A minimum of the years' relevant experience required with extensive and progressive more responsible experience in management positions related to the drawn supervised by this position. Demonstrated ability in financial management residence half operations and programs. Strong interpersonal sulfis and ability to communicate effectively, both orally and in writing are necessively when the program of the p

West Virginia University is a comprehensive state university and one of it land-grant institutions. Its approximately 20,000 students come from \$1.77 West Virginia countries. The University is located in Morgantum, West Virginia, a community of approximately approximately 25,000, with ready access to larger metropolitan areas such as Probugh Pennsylvania and Washington, D.C.

Gordun R. Thorn.
Chairperson, Search Committee
209 Elizabeth Moore Hall
Wist Virginia University
MAC 26506

WEST VIRGINIA UNIVERSITY
IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Colby College, a private liberal arts college of 1700 stu-dents located in central Maine, seeks applications for

Assistant Director of

Student Activities

Colby seeks an Assistant Director to coordinate the operations of Colby's award-winning student center.

The Assistant Director assists and advises the student

government on a wide variety of cultural, social, acade-

mic and recreational activities such as the COOT pro-

gram (Colby Outdoor Orientation Trips), Intramural Sports Program and Alcohol and Wellness Week.

A minimum of a BA degree is required; Master's pre-

ferred. A minimum of one year's experience in a shident personnel field required. Excellent organizations

Please send 2 copies each of a cover letter and resume

with the names and telephone numbers of 3 references to: Douglas C. Terp, Director of Personnel Services,

Colby College, Waterville, ME 04901. The search com

mittee will review applications beginning May 22, and will continue its search until the position is filled. Colby

is an Equal Opportunity/Affirmative Action Employer and encourages women and minorities to apply.

and interpersonal skills a must.

1922. Applications accepted unit position filled. Send résumé and names, addresses and phone numbers for thrêe current réferences to Dr. Thomashna A. Redd. Chairperson, Natural Sciences Division, Box 518. Alderson-Broaddus College, Philippl, Wost Virginia 26416. AA/EOE.

the following position:

one numbers of three reference

Salary: Commensurate with qualifications and experience.

Position Available: October 1, 1992.

Application Process:

Résumé and letter of application.

Submit addresses and telephone n

Deadline: June 1, 1992.

Nominations and applications should be sent to:

UNIVERSITY OF DENVER



Southern California Based **Admission Officer**

The University of Denver seeks a well organized and energetic staff person who will assume the responsibility for a full-time resident recruitment assignment based in Southern California. A modest amount of time will also be spent in Arizona.

Qualified candidates will have at least a B.A. or B.S. degree and a minimum of three years of admission or comparable experience. A first hand knowledge of, and relationship with, schools, community colleges and counselors in Southern California is highly desirable.

The University of Denver is an independent institution which enrolls approximately 2,800 undergraduates and 3,000 graduate and professional students. With a student-faculty ratio of 13:1, and an average class size of 29 or fewer students, D.U. offers the advantages of a liberal arts college environment with the added distinctiveness of an institution with over 50 major fields of study.

Competitive candidates must establish that they have a high level of initiative, personal motivation and the ability to work independently. Strong presentation and interviewing skills are also necessary. Resumes and three letters of recommendation which attest to these skills are required by June 1, 1992. The names of those who will write in your behalf should be included on the resume.

Compensation will be competitive as will benefits and arrangement to support this new Southern California office. The anticipated starting date is August 1, 1992.

Please send resume and letters of recommendation to the Search Committee, Office of Admission, University of Denver, Mary Reed, Bldg. #107, Denver, CO 80208.

The University of Denver (Colorado Seminary) is an Equal Opportunity Institution. It is the policy of the University not to discriminate in the admission of students, in the provision of services, or in employment, on the grounds of race, religion, color, national origin, age, gender, sexual orientation, disabled, handicapped or veteran status; and to take appropriate affirmative action in connection therewith

TRENTON STATE COLLEGE

CENTER FOR MEDIA AND TECHNOLOGY THEATRE/VIDEO MANAGER

Trenton State College seeks a uniquely talented individual with experience in theatre or fine the experience to manage a newly renovated theatre facility and newly built video production facility. The position will nvolve supervision of technical and operational support staff, scheduling of facilities, monitoring building and equipment up-keep and repairs, implementing a centralized box office, working with College Relations Office in promoting special events, and active porticipation in theatre and successful candidate will have 4700. To enrich education the minimum of a Bachelor's Degree, (Master's Degree

experience in theatre or fine arts management, a considerable working knowledge of video production operations and evidence of successful administrative experience. Ex-perience in higher education is preferred. Please send letter of interest, resume, and three let-ters of reference by 6/8/92 to: Michael Wodynski, Director. Center for Media and Technology, Trenton State College, Hillwood Lakes, CN video production activities. The 4700, Trenton, NJ08650. through diversity, TSC is an AA/EOE,

Mass Communication: Assistant Professor. Position beginning Fell, 1992. Locallen production, laboratory stadio production and management and desktop publishing specialist who can interface with existing undergraduate Mass Communications Program, M.A. required; preference given to candidates with experience in location production, preferably documningly and corporate video production, demonstration studio experience and managerial skills, and extensive desktop publishing experience. Successful applicant expected to teach undergraduate mass communications courses including TV graduction, editing, and desktop publishing. In addition, applicant will work with students on location and oversee the publication of the department newsletter. Primary interest and continuent to quality undergraduate instruc-

tion. This appointment is renewable and may lead to tenure. Applicants should send a letter of interest, curriculum vitae, demo true, samples of desktop publishing work and the names, addresses and telophone at the sames, addresses and telophone at the sames, and the preferences to William A. Shermalis, Ph.D.. Dean of the College of Arts and Sciences, King's College, Wilkes-Barre, Penneyivania 18711. Screening of candidates will begin on June 12 and continue until position is filled, King's College is an Equal Opportunity Employer.

ពេក្សាអាវិការពិបារណ៍ ដែលប្រជាពិបារណ៍ ដែលប្រជាពិបារណ៍ និងប្រជាពិបារណ៍ University of Miami Otto G. Richter Library

North-South Center Library **ACQUISITIONS LIBRARIAN**

The North-South Center Library is a branch library located in the Richter Library and funded by a U.S. Government grant. The focus of the North-South Center program is contemporary affairs in Latin America and the Caribbean. First year funding to develop the library's collections is \$294,000. The Acquisitions Librarian will report to the Head of the Acquisitions Department.

Responsibilities: Oversees the process for acquiring North-Bouth managraphs and sensis through approval plans, firm orders and subscriptions; preorder and precessing searching; receipt of monographs and serials check-in and claiming. Supervises and trains one acquisi-tions assistant and a number of student assistants, and other profes-

Arranges for purchase of equipment and supplies; monitors expandi-tures and approves invoices for payment, coordinates as needed with North-South Center administrative steff; shares North-South reference desk duty several hours per week; contributes to Library, Univer-

Qualifications: Required: ALA accredited MLS or foreign equivalent; minimum of two years' experience in an acquisitions department of an academic research library, excellent oral and written commu skills in English and Spanish.

Preferred: Supervisory experience; knowledge of Innovacq or comparable library automation system; familiarity with Latin American book trade; aptitude for bookkeeping; leadership ability. Selary & Bonefite: Starting selary range \$27,500-\$35,000. Paid pension: partially paid life and health insurance; tuition remission, 22 days

scotion, moving allowance. Closing date: For full consideration send application letter, résumé, and the names of three references, before June 15, 1992, to Ronald P. Naylor, Assistant Director for Systems and Technical Services, University of Mismi Library, Coral Gables, Florida 33124.

University of Miami is an Equal Opportunity, Alfirmative Action Employer.



THE NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH) seeks applications for an opening in its Division of Fellowships and Seminare, Fellowships Program.

HUMANITIES ADMINISTRATOR

onding to reports and other requirements of the grant.

ual/loations/Requirements:

An earned M.A. in a discipline of the humanities is required (a Ph.D. in American or American-Intellectual History is preferred).

Professional experience in the humanities with scholarly, academic or grant-making exceptivations.

Professional experiments making organizations.

The preferred candidate should also heve:
 Teaching experience in the humanilies;
 Advanced study and research in the humanilies; and
 Communication skills, administrative experience; and ability to deal with the

Applicants must submit an Application for Federal Employment (Standard Form 171) to receive consideration for this position. This form may be obtained by calling or writing to the address below.

plications must be received by June 29, 1992, and must cite Vacancy An-ement #92-040C. All correspondence should be addressed to: Laura W. Tseronis, Personnel Management Specialist National Endowment for the Humanities 1100 Pennsylvania Avenue NW. Room 419 Washington, DC 20806 Telephone: (202) 786-0415 or TID (202) 786-0282 AN EQUAL OPPORTUNITY EMPLOYER

JOHNSTON STATE COLLEGE

DIRECTOR OF RESIDENTIAL LIFE. Johnson State College seeks a creativa, experienced individual to direct and manage all aspects of a comprehensive residential life program. The Director reports to the Dean and shares gameral responsibilities for leadership of the Student Life Division. Brise supervises and trains 3 professional Residence Hell Directos and 25 Residence Assistants in the operation of BDO-bad system which includes traditional, suite, and apartment style living options. Leadership in the development of aducational and social programming, and creativity in design of special interest housing, and fresilimen learning anvironments are desirable. Fischility, knowedge of and commitment to sutdent development theory, excelence in human relations, one and written communication, and experience in residence is are necessary. A master's degree in Student Personnal or Higher Education is respired, Send resums, atter of epication and names of three references by May 30, 1882 to: Dr. Susan M. Bredy, Dean of Students, Johnson State College, Johnson, CT 05888.

DIRECTOR OF PINANCIAL AID. The Director of Financial Aid is responsible for applying for, accounting for end the awarding of all Federal Title IV, State and inactitutional financial sid funds. The Director also is responsible for counseling students on their rights and responsible in regard to these funds. Qualified annihilation about the ability of the public state of the rights and responsible and somewhat has been accounted to the public the ability to a side of the responsibility and the responsibility and the side of the public that the ability that the side of the responsibility of the right and responsibility of the right and responsibility of the right and right and

Johnson State College is an Equal Opportunity, Affirmative Action Employer. Due of the five colleges of the Vermont State Colleges system. It is located in northern Vermont one hour sest of Burlington near Stowe, Vermont. The four-year public, liberel arts college enrule 1,730 Students.

of the teaching load each term will most likely consist of acryce courses such as College Algebra, Elementary Statistics, Computer Applications or BASIC. Computer Applications or BASIC. Computer services are provided via a computable relevence approvided via a computable relevence formatists with access to a DEC VAX functioning system and microcomputer labs. Candidates must be committed to teaching and compatible with the mission of the small, liberal arts. Church-related college. An BAA in mathematics or computer science is required. Signly and rank open dependent upon qualifications.

Medicine/Research: Faculty reserves ciate position available immediately, cannive teaching responsibilities: mediate students, residents, housestain possessibilities: teaching responsibilities: mediately intensive teaching responsibilities: larentalization of the search responsibilities: larentalization of aplanchulc blood flow in model as little hypertension and cancer growth and interpretension and cancer growth and interpretension and cancer growth and modelectual biological stellarings and modelectual biological stellaring in some season with superior growth and the extensive in mentional control of BMDP, and GLIM softman Deade of BMDP, and GLIM softman Deade strated effectiveness in accessive textus strated effectiveness in accessive textus and research with capacity in an afrequency of the season of the Virginia 26416. AA/EOE.

Mathematics/Science/Engineering: Division Chair. Mathematics, Science and Engineering fearch extended), Northern Virginia Community College, Annandale Campus. Provide leadership for some 50 full-lime faculty, 60 part-lime faculty and related support staff. Specialist or equivalent 24 graduate zemester hours beyond the master's degree in a discipline within the division and two years' teaching or related occupational experience required. Doctorate, community college teaching, occupational program experience, administrative experience, computer literacy desirable. Salary \$18,715-852,873. Refer to Position #FA008 and send application and/or resume, a letter comparing your qualifications to those required by the position, and sames of three references to NVCC, Human Resources Office, 4001 Wakefield Chapel Road, Anandale, Virginia 2003. Must be received by 5:00 p.m., May 22, 1992. BOE/AA.

RULLETIN BOARD: Positions available

THE CENTER FOR FAMILY (LESS 11 SESSEE SOCIETY

Director Center for Family in Society The University

of South Carolina Opportunity to Lead Family-focused Interdisciplinary Research Center

Business family well being through the integration of research, education and service. The

andities of the postaton will include:

Laposibilitàs et no postato de la compania del la compania de la compania del la compania de la compania del la compania de la compania de la compania del la compania de

Qualitations for this postdon include: D andemic ordentials epitable for an appointment at the rank of full professor in a major

niversity; cost of generating interdisciplinary scholarship in an area related to family studies; Q a send of satesive experience in working with a variety of public agencies; Q a seminost to exicading new knowledge to the public and to the value of university-

lucions and applications including a curriculum vitae with manner and addresses of five

Conter for Pamily in Society Search Committee Office of the Provost University of South Carolina Columbia, SC 29208

Sumados will be accepted until a sulvable candidate in found. Starting date for the appoint

The University of South Carolina-Columbia is the fragably institution of a nine campue, statewide, publy-suissed university system. The frankington has an currellment of over 26,000 andense, of on more than a third are graduane students. Over 1200 full times faculty are employed at the markenive recent university in 17 colleges and schools.

Te Universiy of South Carolina System provides at firmative action and equal opportunity in education and replyrum for all qualified passons regardless of rece, color, valigion, sex, national origin, ege, disability, or

STUDENT SERVICES POSITIONS

he College of New Rochelle seeks a COMMUTER LIFE COORDINATOR who will promote the concept of community though the development of a holistic commuter his regam and serve as ive-in director of a women's residence hall. The person filling this position will advise Commuter Council and one Hall Council, as well as coordinate/conduct commuter life programs, workshops, and publications.

The College of New Rochelle also seeks a STIDENT ACTIVITIES COGNINATOR who will promote the implementation of a holistic student activities program and serve as live-in director of a women's residence hall. The person filling this position will advise Advilles Council and one Hall Council; coordinate student clubs and organizations; and monitor the student activities budget.

Both positions require a Master's degree in Student Personnel or related field. Prior experience is preferred for these 12-month full-time, live-in positions. Commitment to student development at a women's college a must. Salary plus furnished apartment and board.

later of interest, resume, and the names of 3 references must be recived by June 3, 1992, in the office of:

Mary White, Director of Student Services COLLEGE OF NEW ROCHELLE

New Roohelle, NY 10605 Odies of New Rochelle is an affirmative action/equal opportunity employer

cityre, motivated, communicator, work with valuateers and active actual ministry. Women and ethics student ministry, women and ethics urged to apply. Sent stand, and District Campus Ministry, 2.0. Bas \$225, 194, Coral Gables, Florida 184, Responsibility. Responsibilities. Responsibilities. Chair Fine Application and responsibilities. Responsibilities. Chair Fine Application and Responsibilities. Responsibilities. Chair Fine Application Applications of the Responsibilities. Responsibilities. Chair Fine Application Application of the Responsibilities. Responsibilities. Chair Fine Application Application and Responsibilities. Chair Fine Application Applications of the Responsibilities. Responsibilities. Chair Fine Application Applications of the Responsibilities. Chair Fine Application Applications and Responsibilities. Chair Fine Application Applications and Responsibilities. Chair Fine Application Applications and Responsibilities. Responsibilities. Chair Fine Application Applications and Responsibilities. Responsibilities. Chair Fine Application Applications and Responsibilities. R

inde: Pul-time terure track position at least Pul-time terure track position at least College beginning August 1992. Decirate preferred. Responsibilities inter plan instruction and performance of the teaching of music history. Cendities must seem to teaching performance and manimum to teaching, performance and made treminent at a church related liberal set college. Seed resume, audition lay, these letters of reference, and transluss to Richard L. Torgermon, Vice Presents to Richard L. Torgermon (1982).

New York 13669.

Music: Director of Orchestras (one-year appointment), nine-mounth position beginning fall 1992. Conduct the Ohio University Symphony Orchestra. Teaching in older arcas to be determined by departmental needs and the candidate's training and experience. Participate in program development and recruitment of students. Master's degree required, doctorate preferred. Doctomented evidence of successful college teaching and Orchestra conducting. Evidence of outstanding musicianship and musicial accomplishment, lavolvement in professional organizations and events. Salary of \$30,000-\$55,000 plus competitive benefits package. Send letter of application, current vita, at less three 3 recent letters of recommendation, and no more than one cassette tape to: Chair, Orchestra Search Committee, School of Music, Ohio University, Athens, Ohio 45701. Application deadline: May 21, 1992.

FORT VALLEY STATE COLLEGE Fort Valley, Georgia 31030

A UNIT OF THE UNIVERSITY SYSTEM OF GEORGIA FOUNDED 1895

Director of Institutional Advancement

QUALIFICATIONS: The successful candidate must pussess the potential to bring quality and imagination to the development of a successful institutional advancement effort at the college. Candidates must possess outstanding organizational and interpersonal skills, as well as effective writing and speaking abilities; and the skills necessary for conducting successful fund-raising efforts. The candidate must have demonstrated successful management ability as well as successful experience in interacting with the external community and the business world. The minimum of a master's degree is preferred.

MAIOR RESPONSIBILITIES: The successful candidate reports directly.

mum or a master's degree is preferred.

MAJOR RESPONSIBILITIES: The successful candidate reports directly to the President and serves as a member of the administrative council. The Director has administrative jurisdiction over the offices of Development. Alumni Affairs, College and Community Relations and the Title III Programs. The Director has the responsibility for moving each program forward in the achievement of all institutional goals as they relate to the institution's mission.

SALARY: Competitive, commensurate with experience and educational

EFFECTIVE DATE OF APPOINTMENT: August 1, 1992 APPLICATION DEADLINE: June 3, 1992

APPLICATION: Letter of application; current detailed résumé; official transcripts; and three current letters of reference should be forwarded to:

Dr. Cynthia Sellers, Chairperson onal Advancement Director Search Committee P. O. Box 4091 Fort Valley State College Fort Valley, Georgia 31030

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER Current Federal Law requires identification and oligibility verification prior to employment.
Only U.S. cltuzens and altens authorized to work in the United States may be employed.

UNIVERSITY OF MIAMI Otto G. Richter Library CATALOGER

Assignment: Reports to the Head of the Catalog Department. Does original cataloging of monographs in various classifications according to AACR2 and OCLC format. Serves on library and university commit-

Qualifications: An ALA-accredited master's degree in library actence or its foreign equivalent is required. Applications will be welcomed from librarians with experience and from recent graduates. Appointment: Twelve month, tenure earning, with faculty rank of Assistant Professor. Librarians are expected to meet the criteria for promotion and tenure which require research, publication, and involvement in the profession.

Salary & benefits: Starting salary range \$24,500-\$30,000 depending on experience and qualifications. Benefits include peld penalon plan: pertially paid insurance plans; 22 days' vacation; moving allowance; tultion ramifesion.

Closing date: To ensure consideration, apply before June 15, 1982. Documents: Send application letter, résumé, and the names of three references to Ronald P. Naylor, Assistant Director for Systems & Technical Services, Otto G. Richter Library, University of Milami, P. O. Box 248214, Coral Gables, FL 33124, Interviews may be held at ALA

University of Mismi is an Equal Opportunity, Affirmative Action Employer.

BUDGET CONTROL OFFICER

Primary responsibility includes the preparation, execution, analysis, and oversight of all current operating budgets of the University (including auxiliaries, trust and special funds, and medical practice plants) totaling approximately \$230 million annually. Requires a four-year degree in a financial or business-related discipline. Five years of budget experience, preferably in a governmental and/or higher education environment with at least three years at a supervisory level. Salary range in the forties depending on qualifications. range in the forties depending on qualification

Please submit résumé to: Mrs. Susan Hodges, Employment



EAST CAROLINA UNIVERSITY (919) 757-6352

East Carolina is an Equal Opportunity, Affirmative Action Employer.

Applicants must comply with the immigration Reform and Control Act.

semble; and occasionally other courses according to faculty qualifications and program needs. Master's degree in music and successful teaching experience required. DMA or considerable progress toward such, college-level teaching and directing.

 ${f T}$ he most extensive listing anywhere of jobs available in higher education ---

every week in The Chronicle.

BOWDOIN COLLEGE

Director of Human Resources Search Re-Opened

This position reports threatly to the Vice President for Finance and Administration and Treasurer. The Director is responsible for the overall direction, development. and administration of the Human Resources office. including policy formulation and administration, employment and employee relations, employee benefits, paysoll, compensation, performance appraisal, training, collective bargaining and contract administration

Requirements: A Master's degree in a related field and aminimum of five years of mercasingly responsible expemence in personnel numberment or other supervisory/management position, and excellent verbal. written and interpersonal communication skills. Applicants should have knowledge of employment law and affirmative action procedures as well as having demonstrated the ability to work and communicate with all consumencies of a diverse college community Related experience in higher education is required. Experience in the management of computerized database es is desirable.

Founded in 1794. Bowdoin College is a highly selective. private liberal arts college with 1 i00 students and 130 faculty and an endowment of \$180 million. It is located in Brunswick, Maine, near the coast, one-half-hour northof Portland and we and one-half hours north of Boston. A letter of application, resume, and the names and telephone numbers of three professional references should be sent to Human Resources Department, Bowdoin College, Brunswick, ME 04011 by June 5, 1992. Women and imnomies are especially encouraged to apply,



Bowdoln College is committed to Equal Opportunity through Affirmative Action



UNIVERSITY OF HOUSTON-VICTORIA Counselor Education

Assistant Professor, tenure-track, Division of Education, to teach upper division and graduate courses in school counseling, educational psychology, and psychology. Requirements: Ph.D./Ed.D. (A.B.D. candidates scheduled for Fall 1992 completion considered); evidence of teaching and scholarly abilities; involvement in professional organizations; and public school counseling experience. Competitive salary. Summer teaching normally available at excellent rates. Preferred beginning date is September 1, 1992. To assure consideration, send letter of application, official transcripts, vitae, and placement file or three (3) letters of reference with telephone numbers by July 1, 1992, to Dr. Patricia Daniel, Chair; Counselor Education Search Committee; University of Houston-Victoria; 2506 E. Red River; Victoria, TX 77901-4450; 512-576-3151, X258.

The University of Houston-Victoria is an upper-division/graduate institution of 1,200 commuting students serving a 15 county region sharing a campus with The Victoria College, a 2-year institution of 3,500 students.

An Aftirmative Action, Equal Opportunity Employer.

Northwest Missouri State University, Mar-yville, Missouri 6468, by 4 June 1992; po-sition to remain open until filled. Do not send tapes/programs until requested. Ac-credited institutional Member N.A.S.M.

tions encouraged.

Murici Choral. One-year position in small, progressive department. Possible conversion to tenure track. Institution in a relidential liberal anta college with a strong interdisciplinary core and established interpositional programs. Individual will direct college choirs, teach core guide curricultura and one course in general education program, provide co-curricultar activities, and establish recruiting contacts in the region. Strong grounding in Western art music required, but bryaster amusical interests advantageous tethnoomatscolosy, sazz, music technology, etc.). Master a required, terminal degree professed. Pay commansurate with experience. Send letter of application, transcript, and three latters of recommendation by June 15, 1992, to David L. Fish, Chair, Department of Music, St. Andrews Presbyteran College, Laurinburg, North Carolina 23532; (919) 277-5266. EOE/AA.

Music: Valdosta State College announces the availability of a nine-month, tenure-tract faculty position in the Department of Music beginning in September, 1992. As-signment will include teaching of Low



ASSOCIATE DIRECTOR OF ADMISSIONS [ANTICIPATED OPENING]

Sarah Lawrence College seeks applications for a possible opening for an Associate Director of Admissions: This senior level position reports to and assists the Dean of Admissions and Financial Aid in managing all aspects of the admissions program. Responsibilities include daily operations, staff supervision and training, planning, research, regional travel, application review, and interviewing prospective students. Other responsibilities will vary according to the talents of the individual filling the position and may include coordination of transfer admissions, minority recruitment and special programs.

The successful candidate will have enjoyed increasing levels of responsibility in the admission office of a selective college. A Bachelor's Degree is required. Salary will be competitive and commensurate with experience.

Sarah Lawrence is a selective, coeducational liberal arts college of 1,000 undergraduates with a progressive approach to higher education and a nationally recognized strength in the arts. The College is located in southern Westchester County, just thirty minutes north of New York City

A letter of interest, resume and the names and telephone numbers of three (3) professional references should be sent by May 27, 1992 to Robin Mamlet, Dean of Admissions and Financial Aid

$oldsymbol{Sarah\ Lawrence\ College}_{-}$

Bronxville, New York 10708

Associate Director. Financial Aid

The Office of Financial Ald is seeking an individual to be responsible for coordinating need-based financial aid programs and alternative financing options. Specific responsibilities include: counseling undergraduate and graduate students and families; performing need analysis and determining financial aid awards; overseeing campus employment and federal work study program; overseeing the GSL programs; monitoring compliance with federal and state regulations; preparing statistical reports; writing and editing financial aid publications; making presentations to constituent groups.

Candidates should have a Bachelor's degree, Candidates should have a Bachelor's degree, a Master's degree is preferred, and three to five years' experience in administering financial aid programs. A comprehensive knowledge of all current state and federal regulations and programs is required. Excellent verbal and written communication skills as well as strong counseling skills are essential. Interested, qualified candidates please send two copies of resume and cover letter to Susan A. Roskey, Office of Human Resources and Affirmative Autlon, Babson College, Balson Park, MA 02167-0310.



'Hampahiro is seeking applications for Assistant Professor of Natural Resource Policy, tenure track, academic year with 60% teaching/40% research time allocation. Teaching: Primary teaching responsibility with be a junior-level four credit course in natural resources policy required of students in all five programs of the department. A policy or management course at the advanced updergraduate/araduate fevel as well as a semisar or special course in area of expertite are also expected. Other assignments will depend on the successful applicant's expertise and programmatic aceds. Advise undergraduate students. Research: Conduct a research portain in natural resource policy. Advise and direct graduate students. Service: Service whilm department, college, and university, in professional societies, and local and resional communities. Mirimum Qualifications: Ph.D., with at least one degree is a natural resources field. Starting date to begin no faster than Januery 4, 1993. Qualified applicants should subprit a curriculum vitae, a statument of professional interests, and the names and addresses of three ceremoses to: Dr. Theodore B. Howard, Leputment of Natural Resources. 215 Janues Hall, University of New Hampahire, Durham, New Hampshire 19824. Application review begins July 15, 1992. The University of New Hampahire is an Affirmative Action. Equal Opportunity Employer.

Natural Resources Policy: Department of Natural Resources. University of New Standard Resources. University of New Standard Resources Policy: One Natural Resource Policy: Applications are welcome, for becalaure. Applicutions are welcome for beccaleurate position in maternal child nursing. Doctorate preferred, Mester's in Nursing required. Current clinical experience in agea of expertise required. Open until filled. Salary and runk commensurate with education and experience. Contact Chairman, Department of Nursing, Doise State University, Boise, Idaho 83725; (208) 385-3900. EO. AA Institution.

Numing: The Medical University of Somb Carolina, College of Nursing invites poen-nations and applications for the position of Director of Research. Challenging opnocutive for established investigator. The Center for Nursing Research is in a major cargonic health science center in Charleston, South Carolina. Applicants must be an RN with an earned Doctorate and significant research experience and record of publications, Send vitae to Nance Sneed, Ph.D., Chair-Search Committee, College of Nursing, Medical University of South Carolina, 171. Ashley Avenue, Charleston, South Carolina 29425.

Nursings Nursing Faculty. Tempre-earning faculty positions for Assistant Professors in Community and Adult Health Nursing in NLN-accredited BSN Proprim. Masters in Community or Adult Health Nursing and doctorate, resulted. Closing date; June 15.

RHODES COLLEGE

Director of Student Activities

Phodes College is a highly selective college of liberal arts and sciences with a student body of 1,400. The Rhodes experience is heavily residential and positively initioenced by the metropolitan city of Memphis, TN. Rhodes College is seeking an energetic, self-motivated individual with skill and experience in student activities and Greek life. As a member of the Dean of Student Affairs staff, the Director of Student Activities reports to the Associate Dean of Student Affairs.

ports to the Associate Dean of Student Alians.

The three primary areas of responsibility include the advisement of all facets of Greek life, campus-wide programming and new student orientation. The Greek system includes 7 sororities, 6 fraternities and the interfraternity and Panhellenic Councils. A leader with a clear vision for Greek life will be most successful in shaping the continued growth of Greek life at Rhodes. The Director also advises the Social Commission—the campus-wide programming board and the 65 campus student organizations. The Director is also responsible for the operation of the Student Activities facilities.

The successful candidate will possess a Master's degree in Student Personnel or a related field and have 1-3 years of full-time experience in the management of campus activities and Greek life. A working knowledge of student development and a commitment to the goals of a liberal arts and church-related college are necessary.

The position is available immediately and offers a competitive salary with excellent benefits. Send letter of application, resume and the names of three references by May 29 to:

Karen A. Silien Associate Deen of Student Affeirs 2000 North Parkway Memphis, TN 38112

An Affirmative Action, Equal Opportunity Employer

University of Maryland College Park Libraries

LIBRARIAN I

Head, Interlibrary Loan Unit

The University of Maryland College Park Libraries invites applications for the position: Head, Interlibrary Loan Unit.

RESPONSIBILITIES: Responsible for supervising all borrowing and lend-ing activities of the Interlibrary Loan Unit (ILL) and for keeping up-to-date with technological developments and applying them to the Unit operation. Repre-sents UMCP Libraries in State ILL programs and committees.

sents UMCP Libraries in State ILL programs and committees.

QUALIFICATIONS: Required: MLS from an ALA-accredited library school.
Three years of professional library experience, preferably in an academic or
research library, demonstrated supervisory skills in high-volume operation;
demonstrated effective communication skills; ability to work well with Library
users and slaff members, experience with online and printed bibliographic
sources (e.g. OCLC, RLIN, NUC, ULS). Preferred: ILL experience, reading
ability in Romance, Germanic or Slavic languages.

SALARY: \$29,702 minimum. Salary commensurate with experience. Excellent benefits. For full consideration, submit résumé and names/addresses of
three references by June 8, 1992. Applications will be accepted until the
position is filled. Send résumé to Ray Foster, Personnel Librarian, Library
Personnel Services, McKeldin Library, University of Maryland, College Park,
MD 20742-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER. MINORITIES ARE ENCOURAGED TO APPLY.

1992. EOE. Send vits to Kathaleen Bloom.
R.N., M. S., Chairperson, Search Committee, Department of Nursing, University of North Florida, 4567 S. Johns Biff Road South, Jacksonville, Florida 32216.

Nursing: Abilene Intercollegiate School of Nursing, a consortium of Abilene Christian

Nursing: Gardner-Webb College, Nursing faculty position. Full-thmo faculty position. NLN-accredited RN-RSN Program, Sinterville, North Carolina campus, Reculted: MS in Community/Public Health Nursing; experience in Community Health Nursing; experience in Community. Nursing: experience in Community Health Practice: previous teaching caperience. Earned doctorate in nursing or related field preferred. Supported by the Baptat Sine Convention of North Carolina, Gardner-Webb entrology persons who participate in and wholehaptedity support the value sys-tem of the Christian church. Position avail-able Fall 1992. Search open until position filled. Send letter of inquiry, curriculum vi-tate to: Dr. Isnie Cariton. Davis School of Nursing., Gardner-Webb College, States-ville Campus, P. O. Box 908, Statesville, North Carolina 2867.

Nursing: College of Nursing Director of Faculty Practice. Position available in beautiful southern constant city, seedemic health actence conter environment with underaredustes, graduate proteam with proposed Ph.D. Position available JulyFall posed Ph.D. Position available July/Fail 1992. Master a degree in nursing occionate in surraing or related field preferred. Experience in developing Eaculty practice opportunities. ACNMs certification required or appropriate poat mester a nurse certification. Compelitive galaries and faculty rank commensurate with education and experience. Direct Inquiries to: Dr. Sakern E. Hoffman, Dean, College of Nursing, Medical University of South Carolina, Charteston, South Carolina 28425.

ton, South Carolina 29425.

Nursing: Assistant/Associate Professor of Nursing: Assistant/Associate Professor of Nursing. Tendre-typeck position to help plan and tench in a B3N program for RN's to start in Pall 1993. Position will be available Pall 1992. Pa. D. preferred, Master of Science in nursing required. Successful undergraduate toaching syperience, student advising and scholarly activities essential, butst be aligible for Virginia, Bleensure. Clinch Valley, a sentor codlege of the University of Virginia, is tocated in far southwestern Virginia, acar the Kentucky and Teanesses borders. Pounded in 1954, the College serves primarily a region of [0-12 counties with a competensity academic program bused in the liberal stra. Send leiter of application, daumé, transcripts, and three leiters of reference to Dr. L. F. Ellsworth, Vice Chancellor and Dean, Clinch Valley, College, College. Avenue, West, Virginia 24293. Review of applications will

Nursing: Abilene intercollegiste School of Nursing, a consortium of Abilene Christian University. Hardin-Simmons University and McMurry University, seeks applications for academic year faculty in Associate degree nursing program. MSN required. Recent chincal and leaching experience preferred. Sand vita to: Corine Bonner, Dean, Abilene Intercollegiste School of Nursing, 2149 Hickory Street, Abilene, Texas 79601, EOR.

Nursing: Faculty Position—Management. Full-time, position available August, 1992. Responsibilities include clearmont and clinical teaching, advising of students, committee assignments and university service. Master's degree in nursing required, teaching experience preferred, doctorate preferred. Salary and rank commensurate with qualifications. Equal Opportunity Employer. Send résumé by June 12, 1992 to Dean, School of Nursing, Barry University, 11300 NE Second Avenue, Miami Shores, Florida 33161.

Nursing: Two lenure-track faculty posi-tions starting September 1992. Rank and salary dependent upon condifications and salary dependent upon qualifications and experience. (1) Maternity Nursing: class-room and clinical instruction in pursing or child-bearing family in undergraduate processing the control of the control

Nursing: Available Pail 1992, Two full-time, tenure truck classroom/elineal teach-ing positions in ADN Program. MSN re-quired, Meternal-Child and Adult Nursing, Curriculum development experience highly estirable. Call or write Mrs. Sandy irwin, School of Nursing, University of South: Carolina at Sparianhurg, 800 University Way, Spartanhurg, South Carolina 29303; Nursing: Instructor, Vocational Nursing Frogram, Cooper Mountain Campus, College of the Desert, a community college located in Joshua Tree, California, is currently recruiting, Master's in Nursing or equivalent. Application deadline: June 5, 1992. For additional miningum qualification information, position description and application, position description and application, posses contact the Personnel Office.

(803) 599-2444. USCS is an AA/EOR. Minority candidates are strongly encouraged to apply.

Director of Jazz Ensemble/Music Theory

RESPONSIBILITIES:

1. Direct the Jazz Ensemble program which currently includes one studen jazz band and one community jazz band.
2. Teach undergraduate and graduate music theory and one or more of the following areas commensurate with qualifications and experience:

following areas comme a. Composition
b. Instruction/Orchestration/Arranging

c. Applied Music (brass or woodwind)

3. Assist the Director of Bands with the administration of the University band program which includes: The 250 member "Marching Southernen: Wind Ensemble, Symphony Band, Concert Band, Jazz Band, Community, Jazz Band, Basketball Band, and High School Honors program (Ma, QUALIFICATIONS:

20AIFFLATIONS:

1. Minimum of Master's Degree. Doctorate preferred.

2. Successful experience as a Jazz ensemble director at the high school and or collegiate level is required. Candidates with the ability to further decilop the area of Jazz studies and with a background in Theory/Composition Arranging are preferred. Experience as a high school or collegiate band director (concert and marching) is desired but not required.

3. Strong interpersonal and communication skills with the ability to represent the University and band program in recruiting, alumni affairs, and public relations.

RANK/SALARY: Commensurate/tenure track

APPOINTMENT: Scolember 1, 1992

APPOINTMENT: September 1, 1992
DEPARTMENT AND UNIVERSITY: The Department of Music has 16 full time faculty and an enrollment of approximately 175 music majors. The Department is an accredited member of NASM. The BM, BA, BME, MM, MA, and MME degrees are offered.

Jacksonville State University, a major regional university with an enrollment of approximately 8,000 students, is set in the beautiful Appalachian foulting of Northeast Alabama. The appealing residential community of Jacksonville (approx. 10,000 residents) is focated between the nearby cities of Annison (Cadsden with easy access to the cultural centers of Atlanta & Birminghum APPLICATIONS: Deadling: Open until filled. Screening of candidate with Galdsden with easy access to the cultural centers of Atlanta & Birnington APPLICATIONS: Deadline: Open until filled. Screening of candidates will begin after May 31, 1992. Candidates are requested to submit a letter of application; resume or vita of education, training, and experience; transcripts; credentials, including at least three letters of reference; one audocassette tape to include: the applicant's lazz band in live performance, one band performances (if applicable), and solo performance on the applications trument (Please include the appropriate corresponding printed concerprogram with the tape) to: Personnel Services, Jacksonville State University, 700 Pelham Road N, Jacksonville, Alabama 36265. An EO/AA employer.

Research &

Assessment **Director** Optical Data Corporation is the leading publisher, producer

and distributor of videodisc-based educational programs. We curronly have an opportunity in our Research and Assessment Division. As Division Leader, this position would help the organization design and implement innova-tive research partnerships with local school districts to assess student and teacher outcomes, contributing to the body of knowledge about technology in the classroom and enhancing program and product development and revision.

Requirements include: A minimum of eight to ten years experience in classroom-based research with refereed publications, leadership ability to develop collaborative partnerships and to obtain buy-in from stakeholder groups, ability to deliver both good and bad news internally and externally, experience working in the private sector, excel-lent platform speaking ability, a Doctorate in Education or related field. Teaching experience is desirable.

As Division Leader, you will enjoy a comprehensive compensation and benefits package in a creative and relaxed work atmosphere with an on-site fitness program. To apply. kindly forward your resume complete with salary history to Optical Data Corporation, 30 Technology Drive, Warren, NJ 07059. Attn: H.R. EOE MF/D/V

Data Data Corporation



BULLETIN BOARD: Positions available

Choate Rosemary Hall

Director of Human Resources

We offer a unique opportunity for an accomplished professional to create a Human Resources program at a major independent secondary school with more than 300 employees. This new sentor management position is responsible for all aspets of human resources administration including recruiting, and herefit administration including recruiting. aspects of numerit resolutions and benefit administration, policy develop-ment and general employee relations.

ment and general employee letations.

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students. The school's 400-acre campus is located in Walingford, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Financial aid exceeds \$3.4

The successful candidate will have at least 10 years of progressive experience in the personnel/human resources field, preferably in an educational or nonprofit setting. Advanced degree in relevant field and familiarity with inservice staff taining desirable. Outstanding interpersonal, oral and written communications skills essential.

Salary is competitive and includes a broad list of perquisites Review of applications will begin May 27, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992. Applications should be addressed to DHR Search Committee, c/o G. Edmondson Maddox, Choate Rosemary Hall, P. O. Box 788, Wallingford, CT 06492.

Choate Rosemary Hall is an equal opportunity employer and encourages nominations of, and expressions of interest from, minority and female conditions.



DIRECTOR OF LIBRARY/ LEARNING RESOURCE CENTER

BELMONT TECHNICAL COLLEGE is accepting applications for the polition of Director of the Library and Lourning Resource Contor. The Director reports directly to the Donn of Instruction and is responsible for determination of policy reporting services to students/faculty/deminstration, and the public, and for development, organization, and maintenance of library resources and instructional technology.

Tas College is seeking un innovative, future-forcesed individual with a preference for a candidate with a Master's degree in Library Science, especiance in medium to small community college library/LRC administration, and coursework and/or experience in all aspects of educational ischnology.

Salay and bonofits commonsurate with experience and skills. November of applications will begin on May 20, 1992; applications will be accepted until the position is filled. Interested individuals should submit a latter of application, current résumé, and list of missences to:

Personnel Director Belmont Tochnical College 120 Fox-Shannon Placa St. Clairsville, Oli 43950

histophy: Oktahoma City University is capture applications applications for a tenure-track and main Professor in Philosophy beginder Annual 15, 1992. Ph.D. required the presenter, Summer teaching available to the professor of t This provides the state of the

variety of standard undergranduse minosu-phy and Cine Curriculum courses. Send letter of application, résumé, and refer-ences by May 22 to Dr. John Nichols, Vice Prevident for Academic Affairs, Box 850, Sain Joseph's College. Rensselzer, Indi-ana 47978, AA/EOE.

Philosophy: Georgia State University. Continuent upon funding: 3 tempotary use year instructorships beginning September 1992. Ph.D. preferred. 8 courses ner year (suarter system) teaching badle philosophy and especially Logic and Critical Thinking. Send complete dosster tincluding 3 letters of reference and evidence of teaching excellence) to Search Committee 2. Philosophy, Georgia State University. Atlanta. Georgia 30303-3083. Deadline: May 29. GSU, a unit of the University System of Georgia, is an Equal Opportunity. Affirmative Action Employer (6-24382). Misosphy: Field open. A one-year (possi-ing prevable for a second year), full-time to line to be filled a second year), full-time to line to be filled in instructorissist-is ter. Declarate preferred, ABD re-served, Duffer, to sech introductory phi-togen, edge, modern philosophy and singular to sech introductory par-ticles, modern philosophy and singular to sech contract the pre-ray safety is competitive and dependent a chaspin, experience, and shrilly. Ar-ticles of the present the present the con-traction, the present the present the pre-sent the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the present the present the present the pre-tact the present the pre-tact the present the pres



Associate Director for Data Processing Student Financial Aid

The University of Southern Maine has an immediate opening for an Associate Director for Data Processing in its Student Financial Aid office Reporting to the Director, the Associate Director has primary responsibility for programming and data base management for the linancial aid data management system (FAMS). The Associate Director provides systems analysis, programming, and technical support for a highly diverse, constantly changing environment. The Associate Director is responsible for the development of policies and strategies to implement an effective, efficient, automated financial aid delivery system. While the person in this position will have primary responsibility in Student Financial Aid, she will also provide technical support for other areas in the Student Affairs Division, as new demands emerge.

nical support for other areas in the Student Alfairs Division, as new demands emerge.

Qualifications: Bachelor's Degree, experience in and understanding of appropriate programming languages, minimum of three years of experience in programming/data management in a position of progressive responsibility in systems and personnel management; an understanding of the interrelationship between people, policies, procedures, processes, and systems; and the ability to perform under pressure. Demonstrated organization/management skills and strong interpersonal communication skills. An understanding of higher education and experience with on-line systems is preferred.

Salary: Competitive selary commensurate with experience, pleasant working environment, excellent fringe benefits, including medical insurance and a TIAA-CREF retirement plan.

Application: Send cover letter, résumé, and the names and addresses of three references to: Search Committee, Associate Director for Data Processing, Student Financial Aid, 202 Corthell Hall, Re: 102, Gorham, ME 04038. Review of credentials will begin May 20 and continue until the position is filled. USM is an EEO/AA Employer.

OLIVET COLLEGE

Director of Multicultural Services

Olivet College, a coeducational, church-related, liberal arts institution with an enrollment of approximately 700 students, invites applications for the new position of Director of Multicultural Services.

new position of Director of Multicultural Services.

The Director of Multicultural Services has overall responsibility to provide leadership and direction in Issues related to multiculturalism on campus. Primary responsibilities include: advising the senior administrators and faculty regarding the impact of policies and procedures on an increasing racially and culturally diverse student body, working cooperatively with all areas of the campus community to provide direction and support in designing programs and services related to multicultural issues; developing, implementing, and evaluating a comprehensive student development program for minority students; coordinating programs and services to assist minority students with their transition into and retention at the College; and serving as an advisor to minority student organizations. The Director reports to the Vice President and Dean of Students.

Director reports to the Vice President and Dean of Students.

A Bachelor's degree and two years of experience working with college students on multicultural Issues is required. Preferred qualifications include a master's degree in counseling, student personnel or related field plus two or more years of experience working with multicultural programs and minority student concerns. Applicants should submit a letter of interest, résumé, salary requirements and the names, addresses and telephone numbers of three references to Dr. Shirley M. Erickson, Vice President and Dean of Students, Olivet College, Olivet, Michigan 49076. Review of applications will begin june 1, 1992 and continue until the position is filled. Olivet College is an equal opportunity employer and encourages applications from women and minorities.



FOR SALE

- COMPUTER SYSTEMS
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THE EQUIPMENT you're no longer using on your cunpus may be just the thing that bus faculty members at other institutions are looking for Let them know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly, And our "For Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

ASSISTANT DIRECTOR FOR INSTRUCTIONAL SERVICES

The Assistant Director for Instructional Services at the Media Resources Center promotes effective and innovative uses of instructional technology; provides instructional design services; coordinates MRC's role in distance education; and oversees the MRC's media services operation.

The successful candidate will have a master's degree minimum in instructional technology or related field; three to five years' experience in instructional design; expertise in development of multimedia instructional materials; knowledge of distance education technologies; demonstrated ability to help clients design effective presentations; experience in management of media services operation; and strong communication skills.

WSU's Media Resources Center provides audio, video, graphic, and photographic design, production and support services to the campus community. Distance education is made possible by a metropolitan cable system and ITFS channels.

The Wichita State University is the only urban institution in the Kansas Regents' system and has an enrollment of nearly 15,000. With more than 60 undergraduate and 50 graduate degree programs, the University offers majors in business, education, engineering, fine arts, health professions, and liberal arts and

Send resume and one-page statement of your vision for the future of instructional services to Charli Frederick, Media Resources Center, Wichita State University, 1845 Fairmount, Box 57. Wichita, KS 67203. Application deadline: June 13, 1992, or the first of each month until the position is filled.

Finalists will be required to send a videotape of a successful instructional design project.



WESTERN CONNECTICUT STATE UNIVERSITY

GOVERNMENT DOCUMENTS/ PUBLIC SERVICE LIBRARIAN

Anticipated Tenure-Track Position

RESPONSIBILITIES: planning and coordinating of collections and services of a selective Federal Depository Library: general reference service; faculty liaison program; bibliographic instruction.

REQUIRED: an MLS degree from an ALA-accredited program; minimum of two years' recent experience working in a government documents collection and facility with standard U.S. Government document reference sources: relevant general reference experience; good organizational and interpersonal skills and a record of working well with others.

skills and a record of working well with others.

PREFERRED: an additional advanced academic degree or substantial graduate study, working knowledge of current library technology and automation, experience in a WAX environment; provious experience teaching library and bibliographic instruction classes; previous supervisory experience; evidence of participation in professional activities.

Send latter of application, résumé, and names, addresses and telephone numbers of three (3) references to: Chairperson, Library Search Committee, Haas Library, Western Connecticut State University, 181 White St., Danbury, CT 06810.

Roview of resumes will begin June 20, 1992 and continue until the position to

An Equal Opportunity, Affirmative Action Employer

bilities: Teach Physical Education Theory and Methodology Courses, Skills Closes, Aquatics Closes and Student Teaching Supervision. Support and develop areas with in the apecializations of Teacher Education and Aquanica, Qualifications. M.S. Degree in Physical Education/Ph.D. required within six years of initial appointment. Minimum of three years of public school teaching experience. Aquanic certification preferred including current AEC Wher Safety instructor Troiner and Lifeguard Training instructor. Contact: Send letter of application, résumé, transcripts, and three lotters of recommendation to Dr. Joan E. Barbarich, Physical Education Department, Southern Compecticut State University, New Haven, Connecticut 08-15. Application will be accepted until medicine. an Interim basis. The candidate should be interested in cross-cultural work in Philosophy and Religious Studies and be prepared to teach introductiony courses in Philosophy iespecially Ethicas and Religious Studies (Introduction to the Study of Religion and Asian Thought) which fulfill the liberal arts all-university requirement in Philosophy. Competence in Bio-Medical Ethics and interest in applied ethics desired. Area of specialization open. Opportunities to teach in interdisciplinary Honors Colfees and assess in production of major philosophy journal. Primary concers, however, is for someone dedicated to undergraduate teaching. Course load 12 hours per somester. Participation in self-governance committees expected. The university is very supportive of research, publication and professional activities. The university is very supported of research, poducation and professional activities. The university encourages applications by women and minority candidates. A letter of opplication, viteo, letters of recontrepulation and an article or thesis elapter should be submitted by the deadline of June 1. 1992 to Ken Gatzke, Chair, Department of Philosophy, Souther Cognecticus Siste University, New Haven, Connecticut 06515. EEC/AA. accepted until nostion is filled. Funds rending. Southern Connecticut State Uni-versity is an AAJEO employer. Wamen

Physical Education: One year (temporary appointment be sipning August 31, 1992 and extending through May 8, 1993. Teach Sociology/Psychology of Physical Activity and History and Philosophy at the undergraduate and graduate levels. Additional responsibilities matching the candidates expertise will be assigned. Position to be filled pending approval of Central Administration approval. Send vita, 3 latters of recommendation, and trunscripts to Chair, Sociology/Psychology Search. Committee, School of Physical and Health Education. University of Wyoming, Larannia, Wyoming \$2071-3196.

Physical Education: Physical Education De-partment, Instructor/Assistant Professor (Search #92-89), Rank and Salary: Tenure-track position. Beginning Fall 1992. Salary commensurate with experience. Responsi-

to speny.

Physical Education: Physical Education Department, Assistant Professor (Search #92-90). Rank and Solary: Tempre-track position. Beginning Foil 1992. Salary commensurate with experience. Responsibilities: Texth courses in Anatomy/Physiolary, Kinesiology or Sport Medicine, ndvise students, conduct research and possible itents advisement. Qualifications: An earned doctorate is preferred but an ABD may be considered. Tenching experience in the above scleages preferred. Contact: Scal letter of application, résumé, transcripts, and three letters of recommendation to Dr. Joan E. Barbarich, Physical Education Department, Sauthern Connecticut State University. New Haven, Connecticut State University. New Haven, Connecticut State University, New Haven, Connecticut State University is an AAEO complication will be accepted until position is filled. Funds pending. Southern Connecticut State University is an AAEO complication. Women, minorities and handkapped are eacouraged to apply.



DIRECTOR **TECHNICAL SERVICES**

A leader in technological education for over a century, Georgia Tech is seeking a highly motivated, experienced, information management professional to serve as Director of Technical Services who meets the

- Bachotor's Degree from accredited college or university in an appropriate field, Master's Dogree preferred.
- Ten or more years of progressive technical and management experience in information technology encleavors, such as user services, systems programming, network support, or application systems design and development.
- Knowledge of hardware and software aspects of large-scale distributed heterogeneous computing systems.
- A strong customer-service orientation.
- Skill in technical writing and oral presentation
- Ability to provide service to a campus community that includes approximately 12,000 students and 3,500 faculty and staff with a wide range of expertise in the use of computing and network-

Reporting to the Associate Vice President for Information Technology, the Director of Technical Services is one of five directors with primary input for the continued enhancement of a comprehensive computing

This Director provides leadership and management of computer: hardware, operating systems, accounts, accurry and operations. The computing milieu includes a campus network of mainframe, mini, and

Along with professional development opportunities, Georgia Tech offers compositive salaries and excellent benefits, including severa attractive group insurance programs and tax deferred annuties. Resumes and supporting material should be sent to:

Mr. Gary Watson, Associate Vice President for Information Technology, Georgia institute of Technology, Cade CD8M-83, Office of Human Resources,

Georgia Tech-

Associate Director of Admissions & Records San Diego State University

Records and Registration

Responsibilities: Under general supervision of the Director of Admissions and Records, dis Associate Director is responsible for the areas of registration, academic record mainto-nance, public information, and record systems production and development. He or she will work closely with University departments to facilitate services to students and alumni. will work crossity with University departments to facilitate services to students and alumni. Qualifications A master's degree is required, preferably in business or public administration, data management, student services or rolated areas. The successful applic and management of opplicant or student record systems. He or she must have demonstrated ability in computerized secords systems and in interpreting data reports; must be able to independently interpret and apply a wido variety of program rules and regulations. The incumbent must be able to plan, organize and implement a wide variety of programs and on work with personnel involved in those programs. The incumbent must be supportive of staff dovelopment programs and must have excellent interpersonal skills and the ability and experience to work with diverse groups of students, parents, staff and the community.

Salary: Starting salary will be in the range of \$55,000 to \$65,000, depending upon expensive and qualifications of the applicant. An attractive benefits package is available. Application procedure: Screening of applications will begin june 1, 1992 and will continue until the position is filled. Qualified applicants should send a returne and a list of professional references with a cover right or admissions and Records Search, co Employment Services, San Diego State University, San Diego, CA 92182-0741.

SAN DIEGO STATE UNIVERSITY IS COMMITTED TO A DIVERSE WORKFORCE AND AFFIRMATIVE ACTION AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOY-ER. SAN DIEGO STATE UNIVERSITY DOES NOT DISCRIMINATE AGAINST PHYSICAL-LY CHALLENGED PERSONS,

ry and rank negotable. Send résund and references to Dr. Tom Armenzeller, Box 3012, Wiegato College, Wingate, North Carolline 28174. Wingate is a baccalaureate-level, fiberal arts college of about 1,400 students, affirming the Christian perspective and seeking individuals who share those values, AA/EOE.

Physics Teaurs track. Instructor or Assistant Professor. Primary teaching duties will include lecture and laboratory sections of general physics and physical science. Minimum requirement M.S. in physics. Other qualifications include interest and ability in teaching undergraduate students, communication skills, as well as experience in electronics, computer interfacing and computer-sided-instruction. Send fetter of application and resume with names and addresses of at least 3 references no later than Juno 19 to Physics, Search, Department of Chemistry and Physics, Armstrong State College, Savannah, Georgia 31419-1997. AAEOR. Georgia is an Open Records Law State.

Political Science Moralogaide College invites amplications for a tenure-track Assignative Associate Professor position of Political Science beginning August, 1992. Ph.D. pratured, near Ph.D. considered. Ph.D. required for tenure. Teach a variety of traditional Political Science courses. Specialty in American Government preferred. Buropean Government and International Relations areas telephil. Salary and make commensurate with qualifications. Send application, three current letters of reformance and immerints to R. Franklin Terry, Dean of the College, Moralogaide College, Sioux City, Iowa 31106. All credentials about the received by June 15, 1992. For further information call Dr. Frank Terry (712) 274-5103. An Equal Opportunity Employer.

Psychologys Psychologist. The University of Southern California Student Counseling Service is secking a full-time (37.5 per week) psychologist to besin September 1, 1992. This is a permanent 12 month position which includes the University benefit package. Salary is competitive. We anticipate additional openings this summer. The provision of short-term psychotherapy, cri-

Office of the President **University of Maryland** at College Park

Director, Maryland Fire and Rescue Institute

The President's Office of the University of Maryland at College Park is searching for a professional to serve as the Director and chief executive officer of the Maryland Fire and Rescue Institute. The Institute staff currently includes full-time and part-time faculty who maintain training and educational programs for Maryland's many volunteer fire, rescue, and emergency medical service companies, its several large career services and its industrial fire brigades. The occupant of this position interacts with the University administration, campus programs, and state and national fire, rescue, and emergency medical service communities in both the public and private sectors on a regular basis.

The successful candidate for this appointment will hold an earned master's The successful candidate for this appointment will hold an earned master's degree in a relevant field with a doctorate degree preferred but not required. Experience with fire, rescue, and emergency medical services, both public and private, is necessary. Knowledge of applicable national certification standards and educational systems is required. Excellent interpersonal skills and strong leadership skills are essential. The successful candidate will demonstrate progressively responsible experience in the management and administration of a large, relevant organization.

The position is classified as that of Rull-Time Academic Administrator; salary will be commensurate with professional and educational qualifications and

For full consideration, please reply before July 1, 1992. Applicants should provide a letter of interest along with a complete resume and the names of at least three references. Letters should be addressed to Professor Ralph Bennett, Chair, MFRI Director Search, President's Office, Room 1108, Main Administration Building, University of Maryland, College Park, MD 20742-5025.

The University of Maryland is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

Director of Library and Media Services

August 1 opening to be responsible for development and delly administration of services, staff, and budget of Library and Media Services. College is looking for individual who is challenged to take leadership and perticipatory role in implementation of integrated library automotion system, expansion of media services and multimodia capability, and enhancement of information literacy across the curriculum.

and enhancement of information literacy across the curriculum.

MLS from ALA-accredited school, minimum three years' experience in academic library and media resources in progressively more responsible positions, demonstrated knowledge and understanding of integrated library automation system and application of computer telecommunications technology in modern library and multimedia applications in higher education, experience in budget preparation and management, supervision, and planning, along with superior communication and interpersonal skills and ability to work effectively with each segment of coilege community required. Ph.D. preferred, Full-time, 12-month, tonure track position reporting to Associate Dean. Starting salary range \$37,000-\$48,000 based upon credentials and experience. Apply with letter, résumé, and three letters of reference by June 18:

Dr. Joseph F. Testa Associate Doan of Instruction



ESSEX COMMUNITY COLLEGE Baltimore County, MD 21237

Essex Community College is committed to Affirmative Action and Equal Opportunity.

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Assistant Director of Admissions/ Minority Emphasis

Emphasis on minority student recruitment. Responsibilities include seven weeks of recruitment travel, interviewing, correspondence, applicant evaluation, and planning recruitment events. Qualifications: Bachelor's degree required, Mester's degree and previous admissions experience preferred. Strong writing and speaking skills essential. Position available immediately following search. Salary: \$20,000-\$26,000.

Send letter of application, résumé, and list of three references by June 15, 1992, lo:

Dr. James C. Waiters Director of Admission University of North Caroline at Chapel Hill CB #2200, Monogram Club Chapel Hill, North Carolina 27599-2200

An Affirmative Action, Equal Opportunity Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

Reference Librarian

Environment: Position is based in the Reference Department of the Richter Library and reports to the Head of Reference. Patrons include graduate and undergraduate students as well as faculty. Department provides service for reference materials, indexes, periodicals, CD ROM dutablases, card catalog, and the new online catalog. The University of Miami Library system, with holdings in excess of 1.7 million volumes, is a member of the Association of Research Libraries and the Center for Research Libraries.

Responsibilities: Service at the main Reference Desk and the Government Publications Desk for 10-15 hours per week, including one evening per week and weekend rotation. Some supervision of library assistants. Assists according to skills and background with bibliographic instruction, collection development, and online searching. Participates in university and library committees.

Qualifications Required: MLS from an ALA-accredited library school or foreign equivalent. Minimum 3 years' experience in reference tentice and/or literary research. Background in English-language literature. Training in online information retrieval. Effective communication skills. Ability to work well with faculty, students, and colleagues. Preferred: Second Master's in subject area. Background in the fine and Supervisory experience highly destruble. Experience with online cathlogs, CD-ROM databases, bibliographic instruction, and/or collecton

Appointment: Twelve-month tenure-carning faculty appointment List brarians are expected to meet the University's criteria for promotion and tenure which require research, publication, and involvement in the profession.

Solary: Starting valury range \$26,500-\$33,000, depending on caper ence and qualifications.

Bouofits: Paid pension plan options including TIAA/CREF, paid like insurance, partially paid medical/dental insurance plans, 22 days paid vacation, moving allowance, University assistance with house fluxure instruction, respectively. Available: Immediately.

Closing: For full consideration, apply before June 30, 1992. Send application letter, résumé, and names of three references to Ronald Paylor, Assistant Director for Systems and Technical Services, University of Miami Library, P. O. Box 248214, Coral Gables, FL 3313. Preliminary interviews available at ALA.

University of Miami is an Equal Opportualty, Affirmative Action Employer.

WITTENBURG UNIVERSITY

Wittenburg, a four year liberal arts institution affiliated with the Evangelical Lutheran Church, is accepting applications for the

RESIDENCE HALL DIRECTOR: Bachelor's degree required, Master's degree preferred. Responsible for 150-220 student residence hall, supervision and training of student staff, community development, discipline, hall government advit-ment, crisis intervention, conflict resolution, programming, general administrative duties. Salary plus room & board, ten months starting August, 1992.

RESIDENCE HALL DIRECTOR/STUDENT ACTIVITIES ASSISTANT FOR WOMEN'S PROGRAMMING: Master's degree in Student Personnal or related field required. Residence hall experience and experience with women's issues program ming preferred. Hall Director responsibilities noted above. 10-15 hours/week coordinating programs of special interest or concern to women, coordinate women's center, campus re-source for women's programming issues. Salary plus room & board, ten months starting August, 1992.

Send cover letter, resume, names and telephone numbers of three references to: Mr. Edward M. Dungan, Director of Human Resources, Wittenburg University, P. O. Box 729, Springfield, OH 45501. Applications will be accepted until the positions are filled with review beginning immediately. AN

sis intervention and group counseling as well as supervision and training of intervention and training of intervention and training of intervention and training of intervention and consultation to the University Community are the major responsibilities. A doctorate in clinical or counseling psychology and cligibility for licensure as a Catifornia Psychologist are required. While this is a generalist, position demonstrated skills and interest in one or more of the following areas is a major asset: women's support groups; eating disorders, lesbian issues; ethnis minority issues. Pleans sub-

Psychologyi Intern. Pradoctoral Internship, Colanta University Counseling and Paychological Services. Ten-mouth, full-time paid internship for a person who has completed graduate course work including supervised clinical experience. Preference will be given to advanced doctoral atudents in clinical or counseling psychology; the minimum educational requirement is an M.Bd., M.A. or M.S.W. Position offers supervised work—midvidual psychotherapy, primarily, with opportunities for group therapy, consultation, and outracts in a clinic providing mental health services to a small, private, liberal arts institution. Re-

DIRECTOR OF CAPITAL CAMPAIGN AND

PLANNED GIVING

RULLETIN BOARD: Positions available

Reports to the Vice President for Institutional Advancement and is responsible for: • Planning and implementing the institution's first capi-

Planning and supervising a broad range of development and fundraising activities including annual fund, corporate and foundations development, special events fundraising, planned giving and major gifts.
 Providing leadership and supervision to the Office of collapsent and working closely with the Office of

elopment and working closely with the Office of

Qualifications: Bachelor's Degree required; carned graduate degree or its equivalent preferred. The successful candidate will have demonstrated success as a fundraiser within the context of a capital campaign and a proven record in working effectively with foundations, corporations, individuals and government agencies. Five years significant experience in development and fundraising required. Experience in a of development and fundraising required. Experience in a college or university environment is preferred. Candidate should be familiar with computerized Alumni/Development systems as a tool for fundraising, gift accounting, and prospect research, and should possess strong supervisory and interpersonal skills.

Salary: \$44,789.54-\$62,704.58

Salary dependent upon qualifications.

Starting Date: July 1, 1992 Apply by: May 27, 1992

Send letter, resume (include V number) to: Hollie Stephens, stitutional Advancement, Montelair State, Box C316, V-58 (CHE), Upper Montclair, NJ 07043.

An Equal Opportunity/Atturnative Action Institution

MONTCLAIR STATE

hiladelphia College of Osteopathic Medicine Accepting Applications for

Philadelphia College of Osteopathic Medicine (PCOM) seeks candidates for the position of Dean. Established in 1899, PCOM is the largest college of estopathic medicine and the ninth largest medical school in the country, with an undergraduate enrollment of 824 and 184 physicians in a broad array of postgraduate training programs under the direction of the college.

The Dean reports to the President and CEO of the college. Candidates must have a D.O. degree, a distinguished clinical background, strong leadership and administrative skills, and extensive experience in oscopathic medical education. Research experience and contributions to the scholarly literature highly desirable. Letter with expression of interest in position and curriculum vitae should be submitted to: Chairman, Dean's Search Committee, Philadelphia College of Osteopathic Medicine, 4150 City Avenue, Philadelphia, Pa. 19131

rossa. One undergraduate course in brobley may also be part of the resular inching may also be part of the resular inching on. The program consists of tody part-lime students who are prepartly be professional counselors in commenty associes and schools. Administrative with a program is within the Psychology Department well staff. The atmossional which employed at administrative staff, and the constitution of the program is within the department is friendly and support. Best candidate will be one who is constructed with the scientist-practice, and the program is staff. The atmossible with the scientist-practice model and calovs teaching. One model and calovs teaching. One may be constructed as a construction of the scientist programs, slary is competitive depending on tuckase. Applications will be accepted and the scientist will be accepted and only candidates are ancouraged to apply. See the science of the s

side tames, addresses and phone number of fare references to Conrad Bromset, Ed D., Chair, Psychology, Christian Robert University, 650 Rast Parkway South, Hemphia, Teanessee 38104.

The problem of the second problem of the position in the problem of the proble

be considered until position is filted.

Psychology: Development/Child Psychologial. The Department of Psychology at Saint Francis College (Pennsylvania) invites applications for full-time tenure-track position in developmental psychology at the assistant professor tevel (Ph.D. required), beginning August 1992. Duties include: supporvision of undergraduate research; student advising; teaching undergraduate courses in childhood and adolescence, adulthood, cognition, introductory psychology, and, possibly, elther psychology lesting or history and systems. The review of applications will begin lone 1, 1992. The search will remain open until a suitable candidate is found. Send vita, letter of application, three letters of recommendation to: Psychology Search Committee, Department of Psychology, Loretto, Pennsylvania 15940. EOE.

Georgia Institute of Technology in Atlanta, Georgia

announces a position available AY 1992-93

The Director of the Division of Fine Arts will be administrative and academic head of the new Division of Fine Arts, charged with implementing a comprehensive plan for promoting the arts on campus and coordinating aducational programs in the arts. The Director will develop funding for new and existing programs and assist with their growth and development. Primery qualifications for this tenure track position include an extensive background in arts education and demonstrated leadership in arts advocacy. Experience in achool administration also helpful. Dictorate, near doctorate, or equivelent professional experience.

The Georgia lostitute of Technology, in the heart of Atlants with

Director, Division of Fine Arts

The Georgia institute of Technology, in the heart of Atlants with 12,000 graduate and undergraduate students, is one of the premier public technological universities in the world. Georgia Tech has strong tass with the 1898 Centennial Olympic Gemes and will be the site of the Clympic Villags. A 1,200 seet Theetra for the Arts has just opened

Application review will begin immediately and continue until position is filled. Send letter of application stating qualifications with current vita and supporting materials by July 1, 1992, to Professor Bucky Johnson, Chair, Search Committee, Georgis Institute of Technology, Music Department, Atlanta, GA 30332-0456, Phone 404/894-3193, Fax 404/853-8952.

Georgia Institute of Technology is a unit of the University System of Georgia and is an Equal Education and Employment Opportunity

Macalester College HALL DIRECTOR

Macalester College is a private, highly selective, co-educational insti-tution, located in the Twin Cities of Minneapolis and St. Paul. The College emphasizes quality teaching, research-based scholarships, internationalism, multiculturalism, and service to others. Challenging 10-month opportunity available August 1, 1892 for planning, organizing, and directing two residence halls, housing approximately 300 students.

Position requires B.A. degree and residential life supervising experience and an understanding of the liberal arts, small college experience

Total employment will normally not exceed two years. Initial appointment is for one year and assuming satisfactory performance, a second appointment will be offered. Competitive salary, benefits, and room and board.

interested individuals please send a letter of application and resume



Review of réaumés will begin on May 15, 1992, and continue until the position is filled.

An Equal Opportunity, Affirmative Action Employer

Saint Mary's College NOTRE DAME · INDIANA

DIRECTOR OF RESIDENCE LIFE AND HOUSING

Saint Mary's College, a Catholic, four-year liberal arts institution for wonten, is seeking a Director of Residence Life and Housing. Reports directly to the Dean of Student Affairs and is responsible for supervision of five residence halls, professional and clerical staff, substance abuse and sexual hurassment programs, the development of co-curricular programs in the residence halls, and the administration of the College judicial system.

Qualifications include a Master's degree in counseling or related field plus 5 years' residence ball experience, including supervision of professional staff. Excellent writing and public speaking skills are necessary as is a commitment to wonten's issues and the values of a Catholic liberal arts tradition.

Salary commensurate with education and experience. Excellent benefits. Starting date no later than August 1, 1992. Please send résumé and names and telephone numbers of three professional references by June 1 to:

Debra Kelly-Walsh Director of Personucl Saint Mary's College Notre Dame, 1N 46556

 \mathbf{A} calendar of forthcoming meetings, conferences, workshops, and institutes of mportance to scholars and college administrators ---

every week in The Chronicle.

Director of Human Resources Faculty of Arts & Sciences

In this position you will be responsible for human resource activities for over 2000 professional, administrative and support staff in the Faculty of Aris and Sciences, including its adjunct and affiliated units. You will oversee the design, implementation and evaluation of policies and practices in the areas of employment, compensation and benefit administration, training and career development, affirmative action, staff and labor relations. and strategic personnel planning and organization. This position reports to the Dean and the Administrative Dean and serves as a consultant to faculty and other senior administrators for analyzing and evaluating organizational needs. Additionally, you will develop and maintain effective working relationships with faculty and staff as well as work closely with the Director of the University Office of Human Resources, the FAS Senior Advisory Committee for Human Resources, Directors of other Human Resource Offices around the University, and representatives of the Harvard University Clerical and Technical Workers (HUCTW) Union to develop and implement effective University-wide policies in keeping with mandates established by the Uni-versity Human Resource Policy Council.

B.A. required; advanced degree and experience at Harvard, especially in an academic unit, highly desirable. Substantial experience at a senior management level in an academic environment with strong skills in human resource areas, demon-strated ability and commitment to lead a dynamic and broadbased human resource program; strong problem solving, planning, strategy development, and organizational skills; proven ability to dovelop and manage service functions, staff

Please send cover lotter and resume to: Helen B. Wanderstock, 20 University Half, Harvard University, Cambridge, MA 02138.



Harvard is an Equal Opportunity Employer with an Affirmative Action plan Women and minority candidates are encouraged to apply

ASSOCIATE DIRECTOR Center for International Studies

Hitram Coilege, an independent, coeducational and selective undergraduate liberal arts coilege in Northeastern Ohio, invites applications for the position of Associate Director. Center for international Studies beginning August 1, 1992. Responsibilities of this newly created position include the oversight of the international extramural studies programs, international curriculum development, international student advising and supporting the activities related to international student recruitment. The Associate Director will report directly to the Director of the Center for international Studies, Applicants should have a minimum of 3-5 years' experience in international studies, preferably in international student advising and/or extramural studies and international student exchange programs with a minimum of a Master's degree. The ideal candidate should be enthusiastic about working with international students and faculty from many different cultures with diverse perspectives. Hizam College places the faculty/student relationship as the center of its mission and expresses this mission through its interdisciplinary curriculum and excellent study abroad programs. Applicants should submit a letter of interest, resume and three references to: Dennis Taylor, Dir. of the Center for International Studies, Hiram College, Hiram, OH 44234. Dendine for applications: June 5, 1992. Hiram College is an Equal Opportunity Employer; women and minorities are encouraged to apply.

ASSISTANT REGISTRAR

Heldelberg CoRege is seelding applications for an Assistant Registrar. The Assistant Registrar will assist with the administrative and operational func-tions within the office of the Registrar, and, in addition, will be responsible for institutional research and the development of computer programs. This is a full-time, twelve-month position.

Applicants must have a Bachelor's degree, programming experience with INFORMATION, Uni Verse or a strong record in computer programming. A letter of application, resume and names of three references should be sent to: Jeannine Currs, Vice President for Administration, Heideberg College, 310 E. Market Street, Tiffin, Onio 44883.

Heldelberg College is an Equal Opportunity, Affirmative Action Employer.

Psychology: See Wisconsin-La Crosse po-sition under Counseling, this issue.

cover letter, vita, official transcripts, and there letters of recommendation should be sent to: Dr. David Kreiner, Search Committee Chair, Department of Psychology and Counselor, Education, Central Missouri A4993-3899. All materials should be received by June 15 for full consideration. Central values diversity—minorities and families encouraged to apply. AA/EEO.

Radio/Television: Teach Radio/Television Production: Programming, and Management courses to undergraduate and graduate at the production. Programming, and Management courses to undergraduate and graduate at the production. Programming, and Management courses to undergraduate and graduate at the production. Programming, and Management courses to undergraduate and graduate and graduate. The production and the production and





DEAN SAM M. WALTON LEADERSHIP CHAIR College of Business Administration UNIVERSITY OF ARKANSAS

Applications and nominations are invited for the position of Dean, College of Business Administration. This individual also will be the first holder of the Sam M. Walton Leadership Chair in Business.

Responsibilities: The Dean provides academic, intellectual, and administrative leadership to the College and reports directly to the Vice Chancellor for Academic Affairs. The Dean is responsible for improving and promoting the quality and effectiveness of the College's instructional, research, outreach, and development programs. The basic budget for the college is more than \$8 million with a permanent endowment of \$12

Qualifications: Candidates should have either (1) an earned doctorate in business administration or economics and qualify for appointment as a tenured professor in the college or (2) a business background with an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education.

Candidates will be evaluated using the following guidelines:

- Ability to lead and successfully manage professionals in an academic setting;
- Commitment to excellence in teaching, research and service, with maintenance of an appropriate balance among the three:
- Success in securing external support and/or supporting fund-raising activities;
 Understanding of, and experience with, the AACSB accreditation process;
 Personal qualities that will facilitate working relationships with the University, its alumni, and among business leaders:
- Commitment to Affirmative Action, Equal Opportunity, and cultural diversity

University Environment: The University consists of the Colleges of Agriculture and Home Economics, Arts and Sciences, Business Administration, Education, and Engineering, as well as the School of Architecture, Craduate School, and Law School. There are 800 faculty members and enrollment is approximately 14,000 students including about 9,000 resolutes traducts. students, including about 2,000 graduate students.

The College of Business Administration consists of approximately 80 full-time faculty serving approximately 2,800 undergraduate students and more than 200 graduate students. The College is organized into six academic departments—Accounting, Computer Information Systems and Quantitative Analysis, Economics, Finance, Management, and Marketing. Baccalaureate and Doctorate of Philosophy degrees are offered in each of the departments, while master's degrees are offered in Accountancy, Business Administration, and Economics. In addition, the College supports the Bessie Moore Center for Economic Education, Bureau of Business and Economic Research, Small Business Development Center, County Management Information System, and Outreach Center (including both entrepreneurial services and management education). The College of Business Administration and the Department of Accounting are both AACSB accredited at the baccalaureate and

Salary: The individual selected as Dean also becomes the first holder of the Sam M. Walton Leadership Chair in Business. The Sam M. Walton Leadership Chair has a substantial endowment that will allow a total compensation package that is very competitive with doctoral-granting AACSB Colleges of Business Administration. In addition, the Chair endowment will provide support of college-wide activities of interest to the

Goneral Information: The University of Arkausas is in Fayetteville, a community of 45,000 located 115 miles east of Tulsa, Oklahoma (a metropolitan area of over one-half million people). Fayetteville, with clean air and pure water, provides a high quality of life and one of the lowest cost of living indexes in the country. Located in rolling, wooded country in Northwest Arkausas at the edge of the Ozark Mountains and Beaver Lake, Fayetteville enjoys some of the best scenery in the country. Nevertheless, the dynamic trade area contains over 210,000 people and the home office of such publicly-traded companies as Wal-Mart, Tyson Foods, and J. B. Hunt Trucking Company. Other unior employers are found in the manufacturing retail medical utility. Hunt Trucking Company. Other major employers are found in the manufacturing, retail, medical, utility,

Applications and Nominations: The Search Committee will begin screening applications in mid-May, 1992. Applications and nominations will be accepted until the position is filled. The person chosen should be able to begin by July 1, 1993, though an earlier date is preferred. Complete applications must include a résumé of education and experience (and the names, addresses, and telephone numbers of three references). Nominations and applications should be sent to:

Dr. Neil M. Schmitt, Chair
Search Committee for Dean of Business Administration
College of Engineering, BELL 4183
University of Arkansas
Fnyetteville, AR 72701

Women and minorities are encouraged to apply. The University of Arkansas is an Equal Opportunity, Affirmative Action Institution

Director of M.A.T. Program Tenure track position at Assistant or Associate level with teaching and administrative responsibilities. Ph.O. in English Education, Language/ Literacy, Rhetoric, or Composition Theory with at least five (6) years experience in secondary education and teacher preparation.

Send letter of application, vilue and three (3) letters of recommenda-tion, to Elizabeth Cooper, Director of Human Resources, RMER COLLEGE, 420 South Main Streef, Nashua, NH 03060.

Rivier College

Reading/Supervision: Tenure track, assistant professor. Earned doctorate required. Three years' successful teaching experience at the elementary, middle, or high school levels. College teaching experience preserved. Current knowledge of technology in education. Evidence of research skill. Demonstrated ability to work with inservice teachers in public schools. Experience working with diverse populations is desirable. Position beginning August 23. 1992. Send a letter of application including a summary of education background and employment, vitae, three letters of recommendation and official undergraduate and

une-track, assistant profesor position at State University of New York-Corthad. Established in 1948, the department is ad-ministratively independent and has a com-prehensive, NRTA/AALR-accredited cur-riculum. Paculty balance dedication to teaching with active programs of scholars.



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

DEAN

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COLLEGE OF BUSINESS AND COMMERCE

Livingston University Invites applications and nominations for the position of the College of Business and Commerce.

Dean of the College of business and Commerce.

Livingston University is a small state supported, general baccalaureate instation with an enrollment of 2,000 students. The University is located in the
Central Alabama and is within easy driving distance of metropolitan area.

The University has a College of General Studies, a College of Educator

Graduate School, and a College of Business and Commerce.

The Dean of the College of Business and Commerce is responsible for the implementation and administration of all facets of the College. Duties include program development and evaluation, faculty development, and budgear, planning and administration. The Dean reports directly to the Vice Prevent for Academic Affairs. Candidates must have a terminal degree in an academic discipline of the College of Business and Commerce and commitment to excellence in teading. Creative leadership, effective communication skills and the ability for team priented decision-making are qualities expected for the successful cangular

The anticipated starting date for this position is September 1, 1992. The deadline for complete applications is July 15, 1992. Minority applications are encouraged. No incomplete application can be considered. Applications wan resume, at least three letters of reference, and transcripts of all college work. Search Committee—Dean, College of Business c/o Office of the Vice President for Academic Affairs

Livingston University Livingston, Alabama 35470 Livingston University is an equal opportunity employer

DEAN OF THE SCHOOL OF ARTS AND SCIENCES

Saint Bonaventure University

Position: Applications are invited for the position of Dean of the School of Arts and Sciences to be available September 1, 1992.

Arts and Sciences to be available September 1, 1992.

Description: Saint Bonavonture University is a liberal arts university in the Franciscan tradition with an enrollment of approximately 2,100 undergraduate students and approximately 500 graduate students. The Dean of Arts and Sciences is expected to be an innovative, dynamic leader committed to the highest ideals and standards of a traditional liberal education. The Dean reports to the Vice Président for Academic Affairs and is responsible for curiculum, program, research, personnel, and budgeting activities of the unit As advocate for all of the thirteen departments and several programs, the Dean's expected to sustain and enhance an environment of academic excellence.

Qualifications: An earned doctorate or lerminal degree with credentals suitable for tenure in a department in the school and a distinguished record of teaching and scholarship are essential requirements. Prior administrative success is destroble.

Application: Letters of nomination are welcome. Full applications should include a letter of application, a current resume, and names, addresses and telephone numbers of five references. Screening of applications will begin on June 15, 1992 and will continue until the position is filled. Send applications or nominations to: Affirmative Action Office, Cheir of the Search Committee to the Deam of the School of Arts and Sciences, P. O. Box CA, St. Bonaventure University, St. Bonaventure, NY 14778.

Saint Bonaventure University is an equal opportunity employe

Dean of Nursing and Health Professions

Opportunity for an experienced nursing educator to continue the growth of a unique NLN accredited nursing program sponsored jointly by Husson College and Eastern Maine Medical Center. This position and eastern maine Medical Center. This position provides an opportunity to play a major role developing expanded nursing education at the undergraduate and graduate levels and planning new programs in the health professions.

Applicants must have a Master's degree in nursing and an earned doctorate in nursing or a related area and demonstrate the aptitude for planning and developing programs in nursing and other health professions. Administrative experience in baccalaureate nursing education, a creative mind, and demonstrated leadership essential.

Review of applications will begin immediately and continue until a Dean is appointed. Application and nominations should be sent to:

Dr. Julian F. Haynes, Dean of Health Professions, Husson College. One College Circle, Bangor, ME 04401.



ship and service. Responsibilities and qualifications: Teach undergraduate and graduate courses in research methods and evaluation (including data analysis) and in recreation resource management. Prefer additional teaching expertise in one or more of the following areas: tourism, administration, foundations, or programming. Additional responsibilities include advisoment, university service, acholarly and professional activity, and occassional practicum supervision. Requires carned doctorate or ABD in recreation, parks, or leisure studies. Teaching and professional experience, according to the programs experience preferred. Expertise in microcomputerapplications and statistical programs essential. Initially, send letter of application, vita, copies of all transcripts, and names

see as which decision making process. Reprises the organization at conferences and mining. Required Bachelor's degree in food featured. Bachelor's degree in food features, separate to general health pick process, exposure to general health pick process, profeshery in statistical packages statistically processes and packages statistical packages processes a process a posterior process a will present papers and monomities of experience and the statistical packages as will present papers and monomities of experience and processes a will present papers and monomities as will present papers and monomities and processes a will present papers and monomities and processes a

MARICOPA Metropolitan State College of Denver

DEAN

SCHOOL OF LETTERS. ARTS AND SCIENCES

Recopolitan State College of Denver (MSCD) is accepting applications and containors for the position of Dean of the School of Letters. Arts and Sciences. remotions for the position of Dean of the School of Letters, Aris and Sciences, remotions for the position of Dean of the School of Letters, Aris and Sciences, tended in 1963, MSCD is the largest four-year baccalaureate public institution into United States. The College places a high value on teaching, learning, and proposition with students and its committed to delivering quality under goods deducation, and to broadening both access and diversity. The faculty of INSCD are equally committed to service to the College and the surrounking rommunity. The College is organized into three Schools: Business; Letters, Arts and Sciences; and Professional Studies. Located in downtown Denver, the College shares the 171-acre campus of the Auraria Eligher Education Center with two other postsecondary institutions. A full- and part-time faculty of 850 dee undergraduate degrees to a diverse and Talented Student body. Currently, SCO provides educational opportunities to approximately 18,000 residents of the greater Denver metropolitan area.

the geam Denver metropolitan area.

The School of Letters, Arts and Sciences comprises sixteen academic Department: Art, Bislogy, Chemistry, Earth and Atmospheric Sciences, English, History, Journalism, Mathematical Sciences, Modern Languages, Music, Philosuphy, Physics, Political Science, Psychology, Societings/Anthropology, and Speech Communication. Housed in the School are a number of institutes and Science the Institute for Intercultural Studies and Services, the Institute for Women's Studies and Services, and MSCD's Center for Visual Arts, an art gilley located in downtown Denver. The Colorado Allianue for Science, a stewarderfort to encourage science and mathematics teaching and learning, is an alegal part of the School. Recently, a Family Center has been developed and a Mathematics, Science and Environmental Education Center has been reposed.

proposed.

The School of Letters, Arts and Sciences offers the bulk of the General Studies confidum required for all degrees. The School's 180 fulf-time and 300 particle lacely offer courses in 28 majors and 32 minors. Currently, over 4,000 salests major in programs in the School, and the School of Letters, Arts and Schools is esponsible for 62% of the College's total credit hour production. Salests wishing to earn certification as teachers choose a Letters. Arts and Sciences major, and some programs in the School also ofter internships and cooperative education apportunities.

cooperative education opportunities.

Defies Chief administrative officer of the School of Letters, Arts and Sciences, reporting to the Provost and Vice President for Academic Allains. With the advice of the School's faculty and Chairs, the Dean is responsible for the future designment of the curriculum; strategic planning and administrative oversight, reloting recuirment and appointment of faculty and staft; budget; external relations; and traising. The Dean will be expected to advance the quality of indergraduate programs in the School of Letters. Arts and Sciences, their relationships with other academic units, and their significance to the College's easing environment. The Dean will also be responsible for establishing and mitating appropriate thes among the School and the literary, scientific, and arts communities, and will be expected to provide visionary leadership in strongling the role of the School and the College as contributors to the obtailors and economic development of the region.

Qualifications The successful candidate will be a strong leader, with excellent imperioral skills, and demonstrated success in team building and academic

Qualifications: The successful candidate will be a strong leaker, with excellent integeroal skills, and demonstrated success in team building and academic planing. Accomplishments must include: 1) sufficient background to quality be a leaved senior faculty appointment; 2) successful administrative experience with liberal arts and sciences programs; 3) established record of effective had asing; and 4) substantial experience building cooperative ventures with both he public and private sectors. The successful candidate must prissess an expeditional private sectors. The successful candidate must prissess an expeditional private sectors. The successful candidate must prissess an expeditional private sectors. The successful candidate must prissess and expeditional must also have demonstrated skill and effectiveness in venting shitchturally diverse populations and in recruiting and relating students and body.

Raik and salary for this position will be based on credentials and experience. Appointment includes a generous tringe benefit package. Appointment is expected August 1, 1992, or as soon thereafter as possible. NOTE: Screening of applications will be given by the property of the proper

Application Procedure: Send a letter of application relating the applicant's quiffications to duties and requirements of the position, a current Curriculum Vize, and the names, addresses and telephone numbers of at least five relevance.

Dr. Jodi Welzel Professor of Elistory and Director nstitute for Women's Studies and Services Metropolitan State College of Denver Campus Box 36 P. O. Box 173362 Denver, Colgrafio B0217-3362

METROPOLITAN STATE COLLEGE OF DENVER
IS AN EQUAL OPPORTUNITY EMPLOYER. APPLICATIONS FROM
MINORITIES AND WOMEN ARE PARTICULARLY INVITED

se perceudilics. Masier's degree prefined, bachelor's degree required. Experifined, bachelor's degree required. Experifices with 1A's SIS would be a plus. Send
fixer, fettings, and name-waddresses of
fixer references to John Fierroe, Registrar,
flow, for indiversity, washingtion, D. C.
Li92 will be siven first consideration.
Li92 will be siven first consideration,
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factor, Equal Opportunity Employer.

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model to assess potential carcinogene-sis; production of transpenic nice express-ing targeted viral and mammaliam onco-genes in the epidermis. Muy lave Ph.D. in Medical Oncolony or Blochemistry; 3 years' postdoctoral experience in cellutar and molecular biology of epidermal carci-pogenesis, epidermal tasue culture, trans-fection, development of transpeale mice and ellied molecular carcinogenesis tech-niques; Sarticles in peer-reviewed journals in the area of cancer research. \$44,000 year; 40+ hours/week. Apply as the Texas-Employment Commission, TEC Bulkling, Austin, Texas 78778, Job Order \$668730. Ad paid by an Equal Employment Opportu-nity Employer.

Research: Research Associate position available. Job duties: develop new mathematical and attainstical approaches for analyses. Publish research results and make presentations before experts in the field. Conduct research utilizing new statistical methodologies and advanced software for policy and competitiveness analyses. Maintain and develop software programs for the institute's research databases, including systems eagineering and engineering design. Required qualifications: Doctoral degree in economics and some coursework or experience in engineering.

COMMUNIT COLLEGES

FINANCIAL AID

Community College Salary: \$40,410-\$47,967 Posting # 91920350 Closes: 5 p.m. on 5/12/92

detory. You must also have the ability to plandirect finencial aid activities, programs and staff. Reading, Interpreting and explaining college polloles and procedures will be necessry to prepare and monitor various budgets and interpret statistical date.

APPLICATION PROCEDURE
The deadline for completed applica-tione is 5 p.m., Tuesday, May 12,

We highly recommend that applica-tions also include the following. A current detailed résumé
 A letter of interest FOR REQUIRED APPLICATION FORMS AND INFORMATION CALL

AA/EOE. Women and minorities a encouraged to apply.



DIRECTOR

Scottsdale

In this position, you will plan, direct and administer a comprehensive financial aid program. Working in the Student Services department, it will be your responsibility to administer scholarships, grants-in-atd, loans and other types of financial assistance, as well as supervise personnel in all operations.

mei in an operations.
Requirements include a knowledge of state and federal linancial assistance programs and financial/statistical recordsapping and reporting. A combination of education, training and experience in this field is mandatory.

Applications must include the following.

• A completed application form

Maricopa Community Colleges Employment Office Employment Office Mon-Fri, 8 a m.-5 p m. Phone: (602) 731-8485

COMMUNITY COLLEGE

STATE

CENTER

LEADERSHIP OPPORTUNITIES in Central California

■ Associate Dean of Instruction - Community Campuses Kings River Community College

MINIMUM STANDARDS: Includes a master's degree.

COMMUNITY CAMPUS CENTERS: Community Campus is a program developed to provide a college education in the convenience of a student's community. Classes are fully accredited college courses which meet the graduation requirements for two-year degrees and are transferable to the California State University system. Currently 80 part-time instructors teach at the six community campus locations. At the present time, over 2,100 students are enrolled.

DUTIES & RESPONSIBILITIES: Include working with department chairs and Dean of Instruction in the development and growth of the Community Campus Centers; including needs assessments and establishing business and community relationships in the individual communities; responsibility for evening classes offered at other community campus sites; and for other evening classes offered at the main campus (Kings River Community College campus); developing and scheduling classes and directing activities to publicize and to promote instructional programs; serving as a liason between the department chairs, faculty, and student services at KRCC and the instructors at the community campus sites; responsibility for the process to evaluate instructors for improvement of instruction, for retention, and/or dismissal; making adjustments pertaining to enrollment according to registration trends and fiscal demands; responsible for budget recommendations and administration of the budget; reporting to the Dean of Instruction.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an earned doctorate.

Starting Date: 7/1/92 (or ASAP) Filing Deadline: 6/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Presno, CA 93704, or call them at (209) 226-0720.

Saint Joseph's College **DEAN OF ADMISSIONS**

Saint Joseph's Colloge invites nominations and applications for an immediate opening in the position of Dean of Admissions. The Doan reports to the Vice President for Academic Affairs and has top responsibility for the operations of the Office of Admissions: planning, budgeting, supervision of personnel, and acceptance of applicants.

The successful candidate will have experience in Admissions work, understanding of and commitment to Catholic liberal arts education, and developed management skills. Salary and benefits are competitive. Women and minorities are encouraged to apply (AA/EOE). tive. Women and minorities are encouraged to apply (AAASUS).
The College is located in an attractive ruml setting in Northwest Indiana. Academic majors are strong, and the College has a widespread reputation for its intellectually stimulating Core Curriculum.
Please soud a letter of application, a résumé, and references by May 27 to Dr. John Nichols, Vice President for Academic Affairs, Box 850, Suint Joseph's College, Reusselaer, Indiana 47078.

When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- * Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
- * We'll gladly set the type for you, without charge—in either agate or an attention-commanding "display" format. If you prefer, we'll use your camera-ready copy
- * Your ad will be properly positioned or indexed—convenient for our readers and effective for you.
- * You'll find no premium "late charge"; fast service is the norm at The Chronicle, and you pay nothing extra for it.
- * Write, phone, cable, telex, or fax: It's easy to reach The Chronicle, and we'll be delighted to serve you.

For more information, please call (202) 466-1055

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Oregon School of Arts and Crafts

We are seeking an energetic, experienced professional to develop a re-cruiting program for an art college (established 1905), with the goal of substantially increasing enrollment in a new program by 1995. The suc-cessful candidate will know how to develop student markets within adult and non-traditional student populations, within artist communities and among post-baccalaureate students; and will be conversant with all as-pects of recruiting and enrollment management. This is a working dean position, for an individual eager to assume the major travel component of our evolving enrollment strategy.

The Dean of Admissions reports to the Chief Academic Officer. This is a management position for a candidate who works well collegially, with three to five years in admissions-related work, with in-the-field experience, who can develop publications, understands marketing and adverting, and is knowledgeable about financial aid. A bachelor's degree (or Briggiered, plus awareness of the place of the arts in higher education; advanced degree preferred. The new Dean will supervise a staff of two: the Registrar/Director of financial Aid; and an Admissions Counselor.

Screening and Interviews will begin as applications are received; for earliest consideration, candidates should have their materials in by June 1. 1992. Send a letter of application; resume, and three letters of recommendation to Dean of Admissions Search, Oregon School of Arts and Crafts, 8245 SW Barnes Road, Portland, OR 97225. The position will be filled as soon after July 1, 1992 as possible. Salary commensurate with experience.

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year of experience in mathematical and econometric modeling. Experience developing and maintaining large databases. Analytical experience with a focus on palicy making. Supervisory experience. Salary: \$3750 per month. 40 hours per week. Working bours are from 8 a.m. to 5 p.an. Apply as the Texas Employment Commission, Austin, Texas, or send résumé to ilso Texas Employment Commission, TEC Building. Austin, Texas, or send résumé to ilso Texas Employment Commission, TEC Building. Austin, Texas, or send résumé to ilso Texas Employment Commission, TEC Building. Austin, Texas, or send résumé to ilso Texas Employment Commission, TEC Building. Austin, Texas, or send résumé to ilso Texas Employment Commission, TEC Building. Austin, Texas, or send résumé to ilso Texas Employment Commission (Texas Texas Employment Commission). TEC Building. Austin, Texas 28718, Job Order 45887130. Advertisement paid by an Equal Employment Opportunity Employer.

Research: Genetic Researcher, 40 hours/week, 9:00 a.m. 5:00 p.m., 5:25,000/year. Conduct research in perimpisantion seuerices and cytogenetics. Projects includes development of methods for cytospic sealy-cytos; embryo reconstruction. M. S. in Embryosis embryo reconstruction. M. S. in Embryosis embryo reconstruction.

Research: Genetic Researcher, 40 hours' week, 9:00 n.m., 5:00 n.m., 5:25,000/year. Conduct research in preimptantation sexutics and cytogenetics. Projects include: development of methods for cytogenic assays is of polar bodies, ocytogenic assays projectic proprior processing the project proprior or construction. M.S. in Embryology as well as two years' experience sis of polar bodies, occytes, and pre-embryos; subtyo reconstruction. M.S. in Embryology as well as two years' experience
as a Genetics Reasercher or Research Aracciate required. Foreign medical deares is
acceptable in tieu of M.S. in Embryology.
Previous experience must include; experimental embryology including embryo isolation/transplantation; molecular genetics inchuding creation/analysis of transgenic animais. Two published papers in professional
journals on the above subjects required.
Must have proof of legal authority to work
permanently in the U.S. Send two copies of
your returnation illinions Denartment of Employment Security, 401 South State
Street—3 South, Chicago, Illinois 60605;
Attention: J. Aschenbrenner, Reference
a V-IL-5341-A. No calis. An employer paid
adventisement.

Research Research Instructor. The De-parament of Orthopaedics and Rehabilitu-tion at Vanderbill University invites appli-cations for a non-team-type. It can be posi-tion. The successful candidate must have a Ph.D. in Mechanics/Materials Engineering and at least one year's positoctoral exper-ence in orthopaedic research. Preference will be given to candidates with a strong interest and experise in mechanical test-ing, materials characterization, stress and

say and immunocytochemistry: unalyze data, write munuscript for sublication; teach and train jurior staff members and direct styletests. Requirements; Ph.D. ta Blochemistry, one year of postdoctoral research experience, specialized skills and knowledge in Cercinogaesotia as evidenced by at least five published articles, expension it issue culture techniques and solisity to use ACAS-P450 Cytomater. 40 hour/week, \$300 a. n. to 5:00 p.m. rate of pay \$24,000 year. Applicant must have trace of least authority to work permanently in United States. Send two copies of resums to IB-note Department of Employment Security. 401 South State Street 3-South, Chicago, Illinois 60605. Attenton: Ms. Ariece Thrower, Reference 4V-IL 550-T. No calls. An employer paid advertisement.



DEAN **SCHOOL OF BUSINESS ADMINISTRATION Portland State University**

Portland State University invites applications and nominations for the position of Dean, School of Business Administration.

postton of Dean, School of Business Administration.

UNIVERSITY AND SCHOOL: Portland State University is strategically located in the population and Jusiness center of Oregon on a 32-acre campus with 2B major buildings in the tree-lined South Park Blocks district of downtown Portland Total entrollment exceeds 14,000, including more than 3,500 graduate students Portland State was granted university status in 1969 and is a relatively young and growing university with an active continuing education program. The newly renovated Branford Price Millar Library holds more than 850,000 bound volumes and 11,000 serial subscriptions. As Oregon's major urban university, Portland State serves as the center of the educational network within the Portland metropolitan area. Distinctive features of the School of Business Administration include com-Distinctive features of the School of Business Administration include commitments to international business and to the teaching, research, and practice of total quality management, reflecting fundamental concerns with business competitive excellence and the globalization of the market-place. The School is a pariner in the Oregon Executive MBA program and participates in the University's System Science doctoral program. All academic programs, undergraduate and graduate, are AACSB accredited. In addition to the MBA, a Master's in Taxation is also offered. Approximately one cluster of the undergraduate decrease and consists of the graduate. addition to the MBA, a Master's in Taxation is also offered. Approximately one quarter of the undergraduate degrees and one-sixth of the graduate degrees awarded at Portland State University are in Business. The 3,000 undergraduate and 700 admitted graduate business students are served by 50 full-time and 20 part-time faculty. The School is actively supported by the business community through the Corporate Associates Program. RESPONSIBILITIES: The Dean provides academic and administrative leadership to the School of Business Administration, and reports directly to the Provost. The Dean is responsible for improving and promoting the quality and effectiveness of the School's teaching, research, and service missions. QUALIFICATIONS:

- Candidates with an academic background must possess an earned doctorate and qualify for appointment as a tenured professor in the School;
- Candidates with a business background must have a strong record of leadership and achievement, and a demonstrated commitment to and an understanding of higher education;
- Demonstrated ability to lead, offer vision, and successfully manage professionals in academic, corporate, or governmental organizations;
- Demonstrated success in securing external support and/or fund raising with a commitment to broadening support from the metropolitan Portland business community.
- Possess personal qualities that will facilitate collaborative rela-tionships within the University and the School, and among SALARY: Competitive

BEGINNING DATE: January, 1993 (negotiable)

APPLICATIONS AND NOMINATIONS: Review of applications begins june 15, 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitae or résumé, and names of three nal references to:

Lindsay Ann Desrochers, Search Co-Chair Vice President for Finance and Administration Portland State University P.O. Box 75 P.O. Box 75 Portland, OR 97207-0751

Phone: (503) 725-4444; FAX: (503) 725-5800 Portland State University is an equal opportunity, affirmative action employer. Minorities, women, and members of other protected groups are encouraged to apply.



MUSKINGUM COLLEGE

Assistant Dean of Student Life

Muskingum College invites applications for the anticipated position of Assistant Dean of Student Life. The Assistant Dean will serve on the student life staff and will have primary responsibility for the initiation and coordination of the volunteer service program. In addition, the Assistant Dean will assist in the management of the residence life program. Live on campus. Ten-month interested candidates should send cover letter and résumé by June 8 to:

Dr. David Skeen Student Life Office Muskingum College New Concord, OH 43762

Muskingum College, founded in 1837, is located in Southeastern Ohlo on a rolling 215-acre campus. Affiliated with the Presbyterian Church (USA), Muskingum College offers a strong liberal arts undergraduate program and Master's Program in Education. Muskingum College is an Equal Opportunity

Research: Assistant Research Scientist.
Salay: 5223 per month, 40 hours per vect. Buttos include the development of methods for characterizing the mechanisms.

Research: Medical Research. M.S. in Biological Sciences or a medical degree of methods for characterizing the mechanisms. week. Luties include the nevertionaries week. Luties include the nechanisms for the storage and flow of natural gas in Devoning states, and the development of models for quantitative prediction of storage and transport properties in such poronism media. Specifically, the duties include designing and carrying out the adsorption-desorption experiments to determine high pressure sorption properties for various gases in Devonian shales; designing and an include a signing and an experiments to investigate properties of Devonian shales; and devoloping congular sinualition models to analyze experimental data from adsorption and CT granning experiments. Duties also include directing graduate and undergraduate students involved in Devonian shale research, results. Requires Ph.D. in physics, and I year's related experience in experimental and theoretical research results. Requires Ph.D. in physics, and I year's related experience in experimental and theoretical research associate with gas solid adsorption. Apply at the Texas Employment Commission, Bryan, Texas 26738, Job Order 26687184, Ad paid by an Equal Employment Opportunity Employer.

knee replacement required, \$22,000/year. Senti resume to: The Philadelphia Job Bank, 444 North Third Street, 3rd Floor, Philadelphia, Penasylvania 19123. Refer to Job Ordor #4431761.

lob Order #4431761.

Research and Development: Memphis State University, College of Education Research and Program Development. Position: The College of Education at Memphis State University is seeking a faculty member in the area of research and development. Ronk, and Salary: This a tenure enrang position with senderale rank, departmental assignment, and salary open and dependent upon qualifications. Dutles: The primary responsibilities of this position are to provide administrative support for faculty and student research, to identify and saist in the procurement of external resources, to recognize and seek financial support for programs and for curriculum advancement, and to exercise Redership in research and evolgement evolutions: Candidates about have successful experience in identifying research opportunities and funding sources, administering research and development programs, preparing proposals for

DEAN

College of Library and **Information Services** UNIVERSITY OF MARYLAND AT COLLEGE PARK

The University of Maryland at College Park invites applications and nominations for the position of the Dean of the College of Library and Information Services. The college offers a program leading to the MLS degree, two joint programs leading to the MAMLS degree, and a program leading to the Ph.D. degree. The College has a strong commitment to furthering the use and understanding of advanced information technology.

The position will be available after July 1, 1992; the starting date is negotia-

The Dean is the chief executive officer of the college and reports to the Provost of the College Park campus. The Dean is expected to provide academic and administrative leadership, articulate the mission of the college, facilitate the conduct of research, expand the resource base, and energetically advocate the college within the university and to the professional community at all levels. The position is a tenured academic appointment.

An applicant for the position should present a record of achievement that includes demonstrated leadership, a commitment to collegial governance, knowledge of library and information science education, outstanding accomplishment in areas relevant to the college, and a commitment to academic action of the college.

The salary range is \$85,000-\$110,000.

The College Park campus, the flagship of the University of Maryland System, is located in a suburb of Washington, D.C. and is the site of Archives II, the major extension of the National Archives.

Review of applications will begin May 15, 1992, and will continue until the position is filled. Send letter of nomination or letter of application, detailed curriculum vitae, and names of references to:

Dr. Richard H. Herman, Chuir CLIS Dean Search Committee 2300 Mathematics Building University of Maryland College Park, MD 20742-4021

The University of Maryland is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

Associate Dean for Research. Graduate and International **Programs**

Montana College of Mineral Science and Technology (Montana Tech) Invites applicants for the position of Associate Dean for Research, Graduate and International Programs. Montana Tech is a minerals' energy-oriented engineering and science college situated in the Rockles midway between Yellowstone and Waterfon-Gracier National Parks. Approximately 1900 students attend the College with two-thirds seeking baccalaureate and graduate degrees in one of the seven engineering programs on campus. In 1987, Montana Tech received national recognition in U.S. News & World Report as the best smaller comprehensive science and technology institution in America.

The Associate Dean for Research, Greduate and International Programs is responsible for the administration of all aspects of research and graduate study including management of the Offices of Research and the Graduate School; support for international programs; administration of the Montana Minerals Research institute and oversight of the Center for Materials Processing. The Associate Dean reports to the Vice President for Academic Affairs and Research.

Candidates must have a record of scholarly achievements, research program administration, commitment to excellence in research and teaching, eppropriate administrative skills and effective leadership. Background should be commensurate with appointment to faculty rank at the College. Terminal degree in scientific, technical or engineering area desired. Salary will be dependent on qualifications and experience.

Send letter of application, complete résumé, transcript, and the names, addresses, and phone numbers of three current réferences to Dr. Thomas Waring, V.P. for Academic Affairs and Research, Montana Tech, Butte, Montana 59701. Application deadline le June 1, 1992 or until position is filled. EEO/AAE Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

Dean of **Natural Sciences**

The Chronicle of Higher Education • May 13, 1992

College of DuPage, located just 25 miles west of Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have a full-time administrative position responsible for the management of the division including curriculum, assignment of faculty and budget evaluation.

A Master's degree in one of the division disciplines (Anatomy, Biology, Chemistry, Earth Science, Engineering, Math, Microbiology, Physical Education, or Physics), with previous teaching experience highly desired. Administrative experience in a community college preferred or an equivalent combination of education and experience. Starting date for this position is July 1, 1992.

We offer a starting salary in the range of \$49,600-\$58,800 depending on education and experience. We also offer a generous benefits plan. Position remains open until filled. Please call for an application packet:

708-858-2800, Ext. 2460

Office of Human Resources Attn: Recruitment Coordinator COLLEGE OF DUPAGE Glen Ellyn, IL 60137 aa/eoe

Minorities are encouraged to apply To maximize your opportunity to be chosen for this position return your application packet as quickly as possible.

DEAN

COLLEGE OF ARTS AND SCIENCE VANDERBILT UNIVERSITY

Vanderbilt University invites applications and nominations for the po-sition of Dean, College of Arts and Sciences.

The Dean bears chief responsibility for the academic, fiscal, and administrative leadership of the College of Arts and Science and report directly to the Provost. We seek a distinguished scholar with outlanding abilities in leadership and administration, who is capable of fortering high quality research and teaching. Candidates must qualify for appointment to the rank of Full Professor tenure in a department of the College.

Vandorbit University, an independent, private institution founded in 1873, has approximately 9,000 students and 1,400 full-time faculty members on a single campus. Its schools include the College of Att and Science, the Graduate School, Blair School of Music, Owen Gastuate School of Management, Peabody College, and the schools of Engineering, Law, Medicine, and Nursing.

The College of Arts and Science, with approximately 3,400 undergraduate and 600 graduate students, occupies a central position within the University. Its more than 300 full-time faculty members, in 22 Departments and 12 Programs, pursue a broad range of activities in teaching and research.

Vanderbilt University is committed to the principles of diversity and application by, minority and its formula to the principles of diversity and application by, minority and female candidates. Vanderbilt is an Affirmatic Action, Equal Opportunity Employer. Applications should include a letter of interest, a curriculum vitas, and the names, addresses, and telephone numbers of at least four references. Nominations should be made by letter. Please send these male

Professor Randolph Blake, Chair College Deanship Search Committee Office of the Provost 221 Kirkland Hall Vanderbilt University Nashville, Tennessee 37240 FAX: 615-322-7629

The Search Committee will begin reviewing applications immediately and continue until the position is filled.

submission to funding agencies and working with faculty and students. Candidates should have a commitment to the mission of a research university. Applicants must have a doctoral degree and a record of teaching, research and public service. Settings: The University is located in the largest urban center in the atte of Tennessee and Mid-South region. The enrollment in the University is approximately 20,000 students. Deadline for Application: The review of applications will begin on June 3, 1992 and continue until the position is filled. Contact: Dr. Robert Beach, Assistant Dean for Hanning, Institutional Research and Development, Memphis State University, College of Education \$215. Memphis, Tennessee 36152. Memphis State University as Equal Opportunity, Affirmative Employer, Appointment will be based on qualifications at they relate to position requirements without resard to acco, color, national origin, religion, asc, united as on a profession of the Innuisation and Reform Control Act of 1986.

Research/Blochemistry: Full-time position

Research/Blochemistry: Full-time position

lessarch/Blochemistry: Full-time position offered as associate researcher in Blochem-

RULLETIN BOARD: Positions available

THE FUOUA SCHOOL OF BUSINESS

ASSOCIATE DEAN FOR EXTERNAL AFFAIRS

The Fuqua School of Business, one of the world's premier graduate business schools, is seeking candidates for the position of Associate Dean for External Affairs. The Associate Dean reports directly to the Dean and is a member of the Fuqua School's senior management and policy setting team. The Associate Dean leads a dynamic development program to seek major support from individuals and corporations. Central to the School's growth will be the Associate Dean's developing and executing a comprehensive capital campaign for endowment support. In addition, the Associate Dean is responsible for the School's public relations and alumni

The position requires an individual who is successful indealing with corporate leaders worldwide and who ommunicates effectively in writing and in speaking both to individual prospects and to large groups. Extensive travel is an important component of the position. Balancing these requirements is the needed management skill to lead the school's external affairs team of nine individuals.

Proven leadership success in an extensive development and capital campaign program is essential for the Associate Dean candidate. Experience dealing within complex University development system is important.

Interested candidates should send resume and a list

of references no later than June 15, 1992 to: Search Committee, Associate Dean for External Affairs, Fugua School of Business, P.O. Box 40001, Durham,

> Duke University is an Equal Opportunity/ Affirmative Action Employer.

DEAN OF ENROLLMENT SERVICES

Moraine Valley Community College, a public comprehensive community college located in the southwest suburban Chicago area, invites applications for the position of Dean of Enrollment Services. The Dean will report to the Vice President for Student Development and will coordinate recruitment, admissions, registration, financial aid and records management for the College.

The successful candidate will have experience designing and monitoring College recruiting systems; knowledge of financial aid policies and requirements; skills in enhancing and monitoring on-line admissions/records/registration systems; commitment to increase student diversity.

A Master's Degree with five years of college experience, in-duding administrative and enrollment services experience is

Starting salary range \$38,000-\$41,000 with liberal benefits package.

Reply with letter of interest, résumé and the names, addresses and telephone numbers of three references by June 5, 1992, to Director of Human Resources:

Moraine Valley Community College

10900 S. 88th Ave.

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inear compartmental models and one project in modeling of heart muscles or skelton muscles. M. S. andor Ph. D. Lestis must include using Sun SPARC, PDP-LL. IBM-PC; and program in MATLAB, C. assumbly language, and FORTRAN. Education to include completion of one course using Ultrasonic Distance Measurement of a Robot Oripper or Human Body. Hours: 8:00 a.m. 5:00 p.m. 40 hours per week at \$30,000 per year salary. Must have proof of legal authority to work pernanently in the U.S. Please send resume to: Illinois Department of Employment Security. 40; South State Street—3 South, Chicago, Illinois 60505. Attention: Drends Kelly, Reference 84-IL 5288-Q, No calls: 2 copies of your resume required. An Employer Paid Ad.

DIRECTOR

Coalition of National Health Agencies seeks Individual for start-up of new non-profit organization. Primary responsi-bility to establish corporate payroll deduction opportu lies. Experience in sales and marketing with proven track record of success. Detroitbased with state-wide travel required. Salary commensurate with experience, excellent benefit package. Send ré-sumé with salary requirements and cover letter to:

V.P. for Development 80x 36-100c The Chronicle of Higher Education

EOE

CORRECTION

Dean of Curriculum and Instruction

An advertisement for Dean of Curriculum and Instruction at West Virginia University at Parkersburg appeared in the 4/29/92 issue.

The starting date is January 4, 1993. Applications should be re-ceived by June 15, 1992.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

St. John's University • New York

St. John's University invites applications and nominations for the position of Academic Vice President. The Individual will report directly to the president, will serve with commitment to the University's mission as chief academic officer, and will be responsible for all academic programs of the University.

St. John's University, founded in 1870 by the Vincentian Community, is a comprehensive national university comprised of ten schools, colleges and Institutes. It has campuses in residential Hillcrest, Queens and on Grymes Hill, Staten Island. With an enrollment of more than 19,000 students, St. John's is the largest Catholic university in the United States. The University has sizable International student and faculty populations, as well as a variety of study abroad experiences at both the graduate and undergraduate levels.

Preferred qualifications include:

An earned doctorate

 A record of scholarly achievement and teaching success on the graduate and undergraduate levels

 A commitment to collegiality in decision making and to faculty development

A proven record of accomplishment as a senior academic

 An experience in working effectively with diverse student populations

 An understanding of and sensitivity to the mission of the University

Closing date for applications is June 15, 1992. Starting date is negotiable. Dr. Andrew Bartilucci Executive Vice President and Chairman Academic Vice President Search Committee St. John's University

Jamaica, NY 11439 An equal opportunity employer-M/R

DEAN

Social Science and Allied Health

Responsible for the areas of criminal justice, education, early childhood education, agography, history, philosophy, political science, psycholosy, sociology, medical assisting, medical records technology, nursing (ADN and LTN), occupational therapy assistant, physical education, physical therapist assistant and respiratory care.

Qualifications include: Doctoral degree in appropriate field preferred. College teaching and administrative experience at the department level required. Community College experience in a collective bargaining setting preferred.

Starting salary is dependent upon qualifications but starting range is \$45,000 to \$55,000.

Lohigh County Community College, located on an attractive suburban campus, is near Allentown, PA and has an enrollment approaching 5,000 cradit students. Send letter of application and résumé by June 15, 1992 to:

Lahigh County Community College Director of Human Resources 2370 Main Street Schneckaville, PA 18078

EOE/AA

chemical proparties of mammalian carotid body in normal and hypoxic animals. To use immonocytochemical, in situ hybrid-lzation and electrophysiological techniques to ascertain synthesis/riesaes of neuroscitive agents in the organo following chemosensory stimuli. The position requires a MD or M3 Degree in Blomedical Science and 2 years aspectence in biomedical research. Special requirements are denonstratable abdity through prior inboratory experience in: 1) electrophysiological recording from vertebrate sensory receptors; 2), asamining their blockemical properties phosphoryleted compounds, phospholipids and anti-cancer other lipids. Cardidates must have a Ph.D. or equivalent in chemistry with at least four years' experience in high resolution NMR spectroscory. The annual stary is 32,500. Applicants should submit their resumed or curriculum vitas in: Philadelphia Rogional Job Center. Joh #4383600. 444 North Third Street, Joh #4383600. 444 North Third Street, Joh #61007, Philadelphia, Pennyivania 19123. An Equal Opportunity, Affirmative Action Employer. Research / Rockville, Maryland, \$31,500 per year, Ph. D. in Lipid Chemistry and one year's experience required to atualy the mechanism of carrier systems for drugs and career and cell interaction and the reversal of multidrug resistance by those carriers with encapsulated drugs. Send two copies of resume and advertisement to Department of Economic and Employment Development, 100 Nooth Eulaw Street, #212, Beltimore, Maryland 21201. Reference CO#9149366. 2) examining their biochemical projection with radiolemunoassey and high performance liquid chromatography; 3) determining the distribution of neuroscrive agents using immunocytochemistry and in situ hybridization; 4) accertaining the ultrastructural characteristics with electron microscopy. Annual sulary \$19,830. Job Order No. 2825906. Conset Ulah Job Servke, \$733 South Redwood Road, P. O. Box 11750, Sait Lake City, Ulah \$447-U30. Permanent employment authorization required. An RECVAA employer.

quired. An REO/AA emptoyer.

Research/Chemistry Research Associate in Nuclear Magnetic Resonance and Medical Spectroscopy. Qualified candidates are invited to submit resume for a position of a Research Associate. The candidate is expected to conduct research which focuses on the isolation of natural products, determination of molecular structuras by 10 and 2D high resolution MAR spectroscopy (H-1, C-13, F-19, and P-11, Duties will include preparation of uni and multi libosomes, preparation of biological apecimens, analysis of metabolities by HT/C/12 NMR. Other duties include organic synthesis of carbohydrates, fluorinated carbohydrates,

CO#9149356.

Research/Computer Engineering: Research Assistant In Microsystem Prototyping Laboratory. A minimum of a Bachetor's Description of the Prototyping Laboratory. A minimum of a Bachetor's Description of the Prototyping Computer of a relevant engineering field is required. Experience in phomenation is required. Experience in VHSIC Hardware Description Language is required. Software experience in a higher required software such as C and a microprocessor assembly hanguage such as the Motorolla 68000 is also required. Oosd communication skills are required. Salary commensurate with background and experience. Applications will be accepted until

DEAN Institute of Technology

University of Minnesota, Twin Cities

The University of Mamasota, Twin Ciries, invites applications and nominations for the position of Dean of the Institute of Technology. The Dean is responsible for providing leadership and helping to focus the intellectual direction of the lastitute, for representing the Institute's interests on campus and to external constituencies, for plauning and overteeing the development of its academic programs, and for the administration of the institute, including appointments and budger. The Dean reports to the Vice Provost for Art, Sciences, and Engineering.

With 40,000 undergraduate and graduate students enceilled, the University of Minnesota, Twin Cities, is one of the largest land-grant innversities in the nation. The institute of Technology is the University's second largest collegiate unit and the state's premier college of stience and engineering, it is comprised of the following department—Chemistry, Grodogy and Goophysics, Mathematics, Physics and Astronomy, Acrossace Engineering and Matechanics, Chemical Engineering and Matechanical Engineering, Computer Science, Destrical Engineering, and Matchanical Engineering, Computer Science, Destrical Engineering, and Matchanical Engineering, Computer Science, Section 18 to 18 places and 18 places of the collegiate of the programs, including federally funded research context usuals area as applied mathematics, interfacial engineering, and includes a material science of the programs, including federally funded research context usuals areas as applied mathematics, interfacial engineering, and the programs of the program of the programs of the programs of the programs of the programs of the program of the prog

ly funded researce comprising.

The institute of Technology has 400 faculty members, 4,500 undergraduate students, and 2,000 graduate antideon. Annual expenditures are \$130 million per year. Of that mount, \$50 million are from state sources and more than \$70 million are from sponsored re-

The successful candidate must have—

The successful candidate must have—

an earned doctorate or requisite terminal degree in the applicant's area of study

a record of teaching and acholarly activity commensurate with appointment as a
tenured professor in a department of the Institute

a strong commitment to academic excellence and to high academic standards

demonstrated ability to work effectively with such groups as faculty, staff, students,
alumni, and other external constituencies, including the larger professional acceptance

and engineering community

administrative experience

an ability to articulate effectively the University's and the institute's missions

a demonstrated commitment to equal opportunity and affirmative action.

Desired qualifications include faculty and administrative experience at a research universi-

• a demonstrated commitment to equal opportunity and affirmative action. Desired qualifications include faculty and administrative experience at a research university and an appreciation for the role of a land-grain university.

A pplications must be postmarked for Fax-dated) by July 1, 1992 and should tochide a letter expressing interest, a vita, and the names, addresses, and telephone numbers of three references. References will not be contacted without the approval of the candidate. Nonunstations of qualified individuals are encouraged; these should be received by the July 1st deadline. Send to:

Sens to:

Professor II. Ted Davis, Chair, Search Committee

Dean of the institute of Technology

University of Missocota, 151 Ara multion 1 tail

421 Washington Avenue Southeast, Minneapolis, MN 55455

Fax: 612-626-7246

The University of Minuscare is committed to the policy that oil persons shall have access to its programs, facilities, and confloyment without organi to mac, color, creed, religion, unitered origin, sex, age, markel status, disability, public ordinance status, reteran status, or sexual orientation.

the position is filled. Interested persons should submit a complete resume, including details of relevant interess, expertise, and experience, along with names and addresses of at least three references to Dr. lerry Rogers, Mississippi State University, P. O. Drawer E.S. Mississippi State, Mississ

various enzymes responsible for drug resis-tence in brain tumor at snRNA level in bra-man brain tumors by means of quantitative RNA polymerate chein reculor methods; identify itsue distribution of these en-zymes in brien tumor samples by DNA sud RNA lastin hybridization techniques; transfect ouccesses into brain tumor cells



Search Extended

PROVOST

Incoming President Leslie H. Cochran has extended the national search process for nominations and applications for the position of Provost at Youngstown State University, YSU has seven schools/colleges. College of Applied Science and Technology, College of Aris and Sciences, Williamson School of Education, Williams Rayen Science of Education, Williams Rayen School, and enrolls approximately 15,000 students

The Provost is the principal academic officer, reports to the President, and is responsible for supervision of all instructional activities and faculty matters in conformity with the policies of the Board of Trustees and the directions of the President. He'she will be responsible for leadership in maintenance of not denic standards, academic and institutional planning, budget development; and development and coordination of instructional, scholarship, and research activities. The successful candidate will demonstrate collegial leadership qualities to work effectively within a decentralized mode of administration.

Minimum Qualifications: An earned doctorate, with a distinguished record of teaching and scholarship, extensive academic administrative experience commensurate with an appointment as senior academic officer, experiences in securing new undergraduate and graduate degree programs, an understanding and sensitivity to the undure rule and mission of a matropolitan university; familiantly with professional accreditation procedures and guidelines; and demonstrated commitment to equal opportunity and altimative action.

Sniary is Competitive and will depend upon the qualifications of the successful candidate.

Date Available: January, 1933. To be assured full consideration, sand minimations audion lotters of interest along with curriculum vitae, official transcript, and names and addresses of at least three references by July 15, 1992.

Executive Director of Personnel Services
Youngslown State University
Tod Hall 223 Youngstown, OH 44555

Youngstown State University is an Affirmative Action, Equal Opportunity Enaployer. Minorities and women are encouraged to apply. (Applications for employment and all supporting material are subject to disclosure under Section 149.43(B) of the Ohio Revised Code.)



BRADLEY UNIVERSITY

VICE PRESIDENT FOR ADVANCEMENT

Applications and nominations are invited for the position of Vice President for Advancement. The Vice President is responsible for providing leadership, broad policy guidance and executive direction to the development and university relations proyram at Bradley. The Vice President reports directly to the President and serves as a member of the President's executive committee.

President and serves as a member of the President's executive committee. Bradley University is a private, non-sectarian university committee to excellence in undergraduate education. Founded in 1897, Bradley is a medium-size university with approximately 5,000 undergraduate and 900 graduate students. The 290 full-time (aculty members are devoted both to the highest quality of classroom instruction and to significant levels of professional research and publication. The university offers more than 60 academic majors through its five undergraduate colleges: Business Administration, Communications and Fine Arts, Education and I leath Sciences, Engineering and Tochnology, and Ulberal Arts and Sciences, in addition, the Gradinate School offers over 20 master's degree programs. Bradley's residential campus is located in Peuria, Illinois. It is the only university in this major industrial and connectial metropolitan region of 340,000 people.

A baccalaureate during and a substantial, sustained record of success in the

A baccalaureate dugree and a substantial, sustained record of success in the management of development activities, preferably at a major university, are required. The successful candidate is expected to have proven leadership ability, strong management, communication and interpersonal skills, and the personal characteristics enabling effective interaction with alumni, faculty, staff, the members of governing and advisory boards, and prospective major dunors and their professional advisors.

The position is available immediately. Screening of applicants and nomineer will begin immediately and will continue until the position is filled. Nominees and applicants should send a letter expressing interest to Vice President (or Advancement Search Committee, c/o Mr. Gary Anna, Chairman, Bradley University, Peoria, II. 61625; (309-627-3150). Applications should include a current resume and the names, addresses and telephone purposes of the advancement.

Minorities and women are encouraged to apply.

Braciley University is an Equal Opportunity, Affirmative Action Employer,

odological and colloborative research in statistical burnan genetics. Emphasis on gene mapping, linkage, and redigne analysis. Education and Exportence: Ph.D. Blossalsitos, disseriation in statistical penetics. Experience in genetic analysis, use of LIPED. LINKAGE, and SIMLINK, FORTRAN, and C. Employer pald advertisement. Send resume to 7310 Woodward Avenue. Room 415. Detaoli, Michigan 48202. Use Reference Number 24892.

Research/Medicine: A senior acientist is sought to join the Neuropharmacology Division to confact independent as well as collaborativ research on neurotransmitter release of the lower urinary tract and to

Clescarch/Conetics/Statistics: Assistant Re-search Scientia. Hours: 46 hours weekly. Wages 340,000 yearly. Job Dutter: Meth-odological and collaborative research in statistical human genetics. Emphasis on MDJP1.D. degree with sufficient clinical M.D.Ph.D. degree with sufficient clinical background to handle the maclical and clinical problems of these bladder disorders. Rosearch experience in HPLC, RIA, and neuro and receptor pharmacology is required. Salary: \$10,300 per annum. Curriculum vitue, reprints and names of three references should be sent by August 31, 1992 to Dr. William deGrost. Department of Pharmacology, University of Pittsburgh, School of Medicine, W 1952 Blomedical Science Tower, Fittsburgh, Pennsylvania 19261. An equal opportunity, sfillrantive action employer.

Rosearch/Pharmacology: Research Asso-ciate, Duties to include: This research pro-lect is an important part of the hormonal carcinogenesis research that deals with the mechanism of extrogen activation and DNA damase by reactive matebolites. Demonstrate that free radical formaliun-la-duced by estrogen may be one mechanism of estrogenearchogenesis, identify and characterize endogenous DNA adduct in-duced by estrogen, investigate the metabo-lism pathways of estrogen in vivo with lipid metabolism analysis of brief antabolites by 32p postlabelling assay and seneral bio-

Tuskegee University School of Engineering & Architecture DEAN

Tuskegee University invites nominations and applications for the position of Dean of the School of Engineering and Architecture. The University is a private, state-related, land-grant University with approximately 3700 students and 300 laculty members. Since its founding over a century ago, one of the University's central missions has been the promotion of academic excellence in the technical and scientific professions. The School of Engineering and Architecture consists of five academic departments (Aerospace Science, Chemical, Electrical and Mechanical Engineering, and Architecture). 50 (acuity, 1000 undergraduate enrolled in six B.S. pro-Architecture). 50 faculty. 1000 undergraduate enrolled in six B.S. programs and 50 students enrolled in two graduate programs.

The Dean is the chief administration of the programs.

The Dean is the chief administrative officer of the School and reports directly to the Provost. The Dean is responsible for academic administration, planning budgetary functions, and enhancing the research and educational development of the School. Candidates should possess the following qualifications:

 An earned doctorate in Engineering and a substantial record of scien-tific achievement sufficient to ment a senior, tenured appointment in Successful experience in university teaching, research and commit ment to excellence in education; and

 Leadership, communication and interpersonal skills, as evidenced by successful prior administrative experience. Nominations or applications which include a letter of interest, curriculum vitae, and names, addresses and phone numbers of three professional

Dr. Ollie C. Williamson Dean, College of Arts and Sciences
Chair, Search Committee for Engineering & Architecture Dean
The Carver Research Foundation, Rm. #6 Tuskegee University Tuskegee, Alabama 36088 (205) 727-8246

Deadline for applications to be received: June 12, 1992 Affirmative Action, Equal Opportunity Employer

DEAN **COLLEGE OF EDUCATION** THE OHIO STATE UNIVERSITY

The Ohio State University invites nominations and applications for the position of Dean of the College of Education. The Dean is the chief administrative and budgetary officer of the College and reports directly to the Senior Vice President for Academic Affairs and the Provost. The College has approximately 160 regular faculty members in four departments and the School of HPER. There are also several interdisciplinary centers associated with the College, in addition to instructional programs on the Columbus Campus, the College has teacher education programs on the four regional campuses of the University.

University,

Qualifications for the position include a distinguished record in research, teaching, and service; demonstrated excellence in leadership and administration and a clear record of elective commitment to and support of cultural and ethnic diversity. Candidates' records should provide evidence of strong abilities to relate to and work effectively and collaboratively with the faculty of the College, the University administration, and other constituent groups both within and outside the University. Candidates should have the qualifications for appointment as Professor in one of the units of the College.

The needless will be constable because 1 1003. Selections for the researches. The position will be available january 1, 1993. Salary and other considerations will be consistent with the commitment of the Ohio State University to recruit the best qualified individual. To assure full consideration, applications and nominations should be received by June 1, 1992. The Search Committee will begin screening dossiers on that date and will continue to review applications until the Dean is selected. Applicants should send a letter, a curriculum vitae, and the names and addresses of at least three references to:

Gerald M. Reagan, Chairperson College of Education Search Committee 203 Bricker Hall, 190 North Oval Mall Columbus, OH 43210

The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, Vietnamera veterans, disabled veterans and the disabled are encouraged to apply.

chemical techniques education and experi-dace required is a Moster of Science in Pharmacokay and 18 months of 32p opsita-belling analysis of carcinogenesis, Sakary \$2,056 rev year. Apply as the Texas Em-ployment Commission, Galveston, Texas, or send resume to the Texas Employment Commission, Texas Employment Commis-sion Buildeg, Austin, Texas 78778. Job Or-der \$6557332. Advertisement paid by an Equal Opportunity Employer.

on increasings and concert extracellular fluid in freely maying animal whose body temperature is being recorded; analyze levels of endogenous mbetanbe collected in dialysis using radiolimiunosasy and HPLC method; measure oxygen consumption and beat flug by whole body colorimeter; and record firing rate patients of neurons in proportic saterior hypothesismus after administration of opicialrelated drugs. Must have equivalent of Ph.D. or M.D. with M.S. in Pharmacology or Physiology. Must have 3 years experience in the lob or years' experience, as an instruction/fleverarcher of Physiology. Experience with the following techniques also necessary: 1) intercerporal microdialysis and microdiscision in freely moving rat: 2) ICV drug administration; 3) RIA and HPLC measurement and opioids and neuropepides; 4) extracellular recording of neuronal activity in propriet anietics by must be able to conduct independent research as evidenced by at least two first pathored regars in peer reviewed lournils. \$25,500 year, 40 hours/week. Must show least moof of right to work permanently in the United States. Sept resume to P. O. Box 53542, Philadelpita, Pennsylvania 19105, Attention: Prancis Black.

Research/Physical Research Associate needed to conduct research in the structure, electronic and optical properties of oxide glasses, chalcogenide alasses, and thin-film semi-conductors, utilizing NMR, NOR, obstotuminescence, ADMR, and ODMR. Will research and develop improvement on low frequency NMR and NOR, and NOR of spectrometers. The position requires as a Ph.D. to Physics with a Solid State emphasis and further requires prior laboratory experience and demonstrable ability; 1) in use of pulsad and continuous wave NMR and NOR of amorphous materials; 21 in computer simulation of NMR powder parties, 3) in computer data semisition; 4) with respect to NMR and NOR flamfurer; and the programming in Quick Basics and 6) in use of IBM compatible P.C. systems and approgramming in Quick Basics and 6) in the optical programming in Quick Basics and 6) in the optical programming in Quick Basics and 6) in conducting studies of ribin-film semi-configurations of the configuration of the programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-film semi-configuration and superficient programming in Quick Basics and 6) in conducting studies of ribin-

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

FOR DEVELOPMENT

VICE PRESIDENT

Stevens Institute of Technology

Hoboken, New Jersov

Stovens Institute of Technology invites applications and nomination for the position of Vice President for Development. The Vice President has general oversight of programs and staffs in development. Stevens Institute of Technology is one of the nation's oldest and most innevative engineering and technological institutions. Stevens offer B.E., B.S., and B.A. degrees to 1,400 undergraduates from 40 states and 50 countries. 1,600 graduate students are encolled in master's and dector's programs in fourteen fields.

Located our a 55-acro compus at Castle Point, Stovens faces across the Hudson towards mid-town Manhettan, thus participating in the had quility of an intimate and attractive residential campus and the action ment of one of the world's must dynamic cities.

The Vice President for Advancement will work with the President and Trustoes in completing u just-announced capital campaign and be responsible for meeting goals for the annual fund and other gifts for the operating budget.

The successful candidate will possess strong record of successful fund raising; have outstanding management skills as domonstrated by secess in planning and in building and directing a professional staff, exhibit floxibility and tect, combined with decisiveness; possess the force of character and personality that indicates the shillity to work with a president and trustees who are accomplished fund raisors; possess familliality and comfort with academic, corporate, and foundation cultures.

Applicants should submit a lutter of interest and a résumé. Applications and nominations should be addressed to:

Mary Frances Rudiger, Secretary Development Search Committee Stovens institute of Technology Castle Point on the Hudson

Stevens Institute of Technology is an Affirmative Action, Equal Opportunity Employer

Vice President, Enrollment Management

Butler University invites non-mations and applications for the position of Vice President, Enrollment Management, reporting directly to the President. The University seeks an innovative, independent higher education executive and a strategic thinker with very strong marketing skills to lead its Admissions. Financial Aid and retention functions. The candidate selected will provide evidence of highly successful experience supervising or managing directly admissions, financial aid and retention. She or he will be a motivator and team builder with strong organizational and communication skills, a person with an analytic mind who can use and effectively synthesize data from the University's student information system, a person who has experience motivaling faculty to participate actively in the recruitment process and whom able to coordinate enrollment management functions with other University academic and administrative departments.

Butler University provides the highest quality liberal and professional education in a suburban residential environment located seven miles from the heart of metropolitan Indianapolis. Butler is an institution well-positioned and directed toward the achievement of its fremendous potential. We require an exceptional executive, and we are prepared to compensate that executive appropriately. A terminal degree is valued but not necessary; an intimale understanding of the academic and administrative aspects of independent universities and a commitment to their advancement are necessary.

The preferred starting date is August 3, 1992. Nominations and applications should be directed by June 15, 1992 to Dr. John A. Stevens, GKA, Inc., Seach Consultants, Vice President for Enrollment Management Search, Butler University, 4600 Sunset Avenue, Indianapolis, Indiana 46208. Women and minorities are encouraged to apply. Butler University is an Equal

Opportunity Aftirmative Action Employer.

Research/Wood Science: Research Associate. Research on wood and wood composites: physical properties, computer simulation models for moisture diffusion and warping, wood composite manufacturing processes to improve dimensional stability. Teach courses in wood science and technology: wood structure and identification, physical and chemical characteristics, industrial imber utilization, furniture, composite, and paper. Develop and manufacture special inhoratory and test equipment using metal mechinist tools. Responsible for maintenance of wood working and taboratory catipment (Research = 75%, leach = 25%). Required: Ph.D., Forestry, major field of study must be in Wood Sci-

5 p.m., \$30,000/year. Employer the state of thement. Send résumés to 7310 Woodsald thement. Send résumés to 7310 Woodsald Avenue, Room 415, Detroit, Michiga 48202. Reference number 22672.

EXECUTIVE DIRECTOR OF DATA SYSTEMS MANAGEMENT

Jacksonville State University

The Executive Director of Data Systems Management is responsible for the overall leadership and management of the University's academic and administrative computer support services, and the telephone system services. Under the general direction of the President, the Director provides leadership for the University in the use of computer and elecommunications technology, working closely with faculty, staff, student, and local government agency users. Duties include managing an organization of 32 employees with an opening budget of \$1.5 million. The computing environment includes ES9121, IBM 9370 serving as a nodal processor the the Alabama Supercomputer Network, DEC Micro VAX and PC networks. The telecommunications environment includes a NFAX 2000 scultch and networks. The telecommunications environment includes a NEAX 2400 switch and ASTRA 350 computer providing service to 2500 administrative and student users.

Bachelor's degree required, master's degree preferred; four years of computer center upervisory experience required; understanding of data systems in a complex university environment required; and ability to support and help develop instructional computing and mmunications required

Salary and benefits are competitive, and are contingent upon qualifications and experi-

Screening will begin by June 1, 1992 and will continue until the position is filled. Send letter of application, résumé, and the names, addresses and telephone numbers of

> Chairman, Search Committee Executive Director of Data Systems Management Jacksonville State University Room 329 Bibb Graves Hall Jacksonville, Alabama 36265

JSU is an Affirmative Action, Equal Opportunity Employer.

JACKSONVILLE STATE UNIVERSITY Jacksonville, Alabama

Applications and nominations are invited for the position of Vice President for Academic Affairs at Jacksonville State University, Jacksonville State University, accredited by the Southern Association of Colleges and Schools, is located in the footbills of the Appalachian Mountains in Northeast Alabama approximately 100 miles west of Atlanta, Georgia and 75 miles east of Birmingham, Alabama. Situated in a community of 10,000, the University has an enrollment of 8,500 students. The Vice President is the chief academic officer of the University and reports directly to the President and is a member of the University's senior administrative team.

Responsibilities include but are not limited to providing executive leadership in the management of the academic affairs of the University; development, coordination, and evaluation of academic policies and programs in the context of the University's mission and goals; planning, goal setting, staffing, resource allocation and budgeting for the Academic Affairs division.

Candidates for Vice President should possess:

An earned doctorate from a regionally accredited institution.
A distinguished record of teaching and scholarly activity sufficient to warrant appointment to full professor at a regional public university.
Significant academic administrative experience, preferably at the dean's level or higher.
Experience in planning, development and evaluation in an academic setting.
Demonstrated broad knowledge of current issues in higher education (i.e., budgeting, funding grantsmarships).

funding, grantsmanship).

• interpersonal skills to work effectively with all constituencies and administrative units of the

University to achieve the goals of the University.

Commitment to excellence in teaching, research, public service, affirmative action, and

The position will be available in Fall 1992. Salary is competitive.

Interested individuals should submit a letter of application, current curriculum vitae, and the names of five references including addresses and telephone numbers. Applicants should also submit a written statement of their perception of the leadership role of the Vice President for Academic Affairs position and a statement of why they are seeking this position.

Applications with supporting documents, and nomination should be submitted to Chair, VPAA Search Committee, Office of Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. The search will remain open until a suitable candidate is selected.

An Equal Employment, Affirmative Action Employer.



EXECUTIVE

UBRARIES & LEARNING RESOURCES

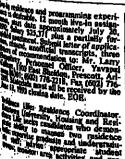
The University of Wisconsin Oshkosh is a major regional complexists university which enroils some 11,000 students and standard standard to the master's level through its four colleges that the standard standard

Ibraries & Learning Resources includes both library and instancional media services. Library Services provides up-to-dute mismaied circulation, cataloging and reference systems, and attional networking capabilities. Media Services provides instantional media production services and audiovisual equipment to the entire compus. The Executive Director, a senior abulistrator and member of the Dean's Council, reports to the Vec Chancellor of Academic Affairs and supervises 16.5 FTE formans and media professionals and an additional 22 FTE apport staff.

Voting with the faculty and staff of Libraries & Learning Scource, the Executive Director is responsible for the planning designment, coordination, and administration of all library and situational media programs. The position offers the right incident an exciting opportunity to direct and develop a major whenly division poised to advance into the new century.

Applicants for the position must possess a doctoral degree in sary/information science from an ALA accredited institution, salable for appointment to faculty rank and tenure, and must resease exceptional interpersonal skills and leadership abilities, institutions must have library experience at a significant manifestative; an understanding and appreciation of the mission of a comprehensive university; and familiarity with evolving samualion technologies.

nensurate with qualifications and experience Application deadline: August 15, 1992. Candidates should ted a letter of application, resume and the names of three curent references (with addresses and phone numbers) to the Director, Chair, Search & Screen Committee for the Execution Processes, University of Wisconsin Oshkosh, Oshkosh, Wisconsin, University of Wisconsin Oshkosh, Oshkosh, Wisconsin, And Application and Application of all respinees and applicants. whose differentiation, may be released following the closing





VICE PRESIDENT FOR FINANCE AND TREASURER

Nominations and applications are invited for the position of Vice President for Finance and Treasure of Beaver College, a small comprehensive college of approximately 400 employees in suburban Philadelphia. The on-campus situdent body of 2,200 is carolled in undergraduate and graduate day and evening programs for both full- and part-time students. In addition, Beaver operates a large study abroad program serving some 1500 students from throughout the country.

The Vice President for Finance and Treasurer reports directly to the President. As chief financial officer, the individual is expected to provide strong leadenship for the sound and enlightened fiscal operation of the institution. The Treasurer plays a central role in the collegial management of the College, and must be able to work collaboratively with all segments of the continue community.

Responsibilities include: fiscal planning; preparation of budget and financial reports; oversight of contracts and grants; domestic and foreign investments; purchasing and inventory control; physical plant; personnel services; and auxiliary operations.

Qualifications: at least five years' experience in a position of increasing responsibility for budget and fiscal management in higher education or a comparable area; MBA, equivalent degree or CPA preferred; working knowledge of computers and modern management procedures; evidence of effective leadership, management, organization, and communication skills.

Application: please send a letter of application, résumé, and names, addresses and phone numbers of five references to: Dr. Mark Curchack Assistant to the President Beaver College 450 S. Easton Road Glenside, PA 19038

The Search Committee will begin reviewing applications on June 1, 1992; all applications must be received by June 10. The anticipated starting date is September 1, 1992. Competitive salary commensurate with experience and excellent benefits.

An Affirmative Action, Equal Opportunity Employer

rvision of an area on campus and one tion to be assigned teachinistrative tion to be assigned teachinistrative tion to be assigned teachinistrative and references to Dr. Justin Palter, Chair, Decision of Behavioral and Social Sci-

ASSISTANT VICE PRESIDENT Affirmative Action

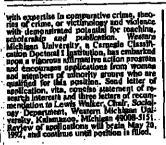
TEMPLE UNIVERSITY of the Commonwealth System of Higher Education, located in the Philadelphia metropolitan area, is a multi-cultural, senior comprehensive research university with five campuses (including a health sciences center with a 504-bed university teaching hospital) and a student enrollment of approximately 30,000.

The Assistant Vice President for Affirmative Action is the principal advisor to the President and Executive Cabinet on all Affirmative Action matters. Responsibilities include the development, monitoring and implementation of Affirmative Action Plans and Programs; actively assisting university offices and administrators in their efforts to ensure equal opportunity for employment within their portfolios, and working with broadly-based affirmative action committees to promote education, awareness and compliance throughout the University community. The Assistant Vice President serves as liaison and point of contact with the appropriate regulatory agencies with respect to employment procedures and related compliance matters, including charges of unfair dis-

Requirements Include a Master's Degree (a terminal degree is preferred) and a minimum of 8 years administrative experience in a higher education set-ting, including at least 4 years experience in the administration of Affirmative Action plans and programs. An equivalent combination of education and experience may be considered. Extensive knowledge of government regulations regarding affirma-tive action is required. Excellent administrative, organizational, human relations and communication

Temple University offers an excellent salary and benefits package. Applicants should submit a letter of application, resume and the names of three references by June 5, 1992, to: Search Committee, c/o Theresa Mahoney, Personnel Administration, TEMPLE UNIVERSITY, 1601 North Broad St., Philadelphia, PA 19122. An equal opportunity, affirmative action employer.

Choose



Sociology: Starling College, a Presbyterian liberal arts college in central Kansas, invites applications for a full-time sociolosist in a three-zeroso behavioral science department. We seek a generalist to teach introductory through advanced courses in a carefully sequenced program. Specialization is devianced reinfology, according of religion, sociological theory or social stratification will be considered. Ph.D. preferred. Starling College is a teaching institution and hiras, promuden and relegion are primarily ones on teaching and polying skills and the fit of the person with the college mission. Contact Fresident Reperipercy; Sterling College; Sterling, Kansas, 67579.

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PRESIDENT

ions and applications should be sent to:

Joseph S. Sherman, Secretary to the Hudson County Community College Presidential Search Committee

500 Plaza Drive P. O. Box 3189

Secaucus, NJ 07096-3189 Applications should include a current résumé and a thoughtfui letter docusing the candidate's qualifications.

The Search Committee will begin reviewing applications on June 11, 1992 horandidate can be guaranteed full consideration if materials are received after that date.

fluison County Community College is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

SEARCH FOR A CHANCELLOR

After seven years of successful leadership as Chancellor of the West Valley-Misson Community College District, Dr. Gustavo A. Mellander has been appeared Professor and Director of the Center for Community College forcion as George Mason University.

The Board of Trustees invites nominations and applications for the position of Chancellor. The Chancellor is the chief executive officer of the District adrepora to a locally elected seven-member Board of Trustees. The Chan-rolle provides educational leadership for the District in cooperation with the offer president and serves as chief administrative officer responsible for Jamag, organizing and evaluating the resources, programs and services of the District.

Cualdate Qualifications should include:

An advanced degree from an accredited institution (an earned doctorate is preferred);

Successful senior level, postsecondary administrative experience. At east two years in a community college is preferred.

Successful postsecondary teaching experience. Community college experience is preferred.

Demostrated shifts to effectively interest with accress of all years to be enough the preferred.

Demonstrated ability to effectively interact with persons of diverse so-do-economic and ethnic backgrounds.

Application Process:

Application Process:

All the following are needed for any candidate to have full consideration:

A letter of application:

A completed Application for Certificated Management Employment*;

A trium of educational, community and professional experience;

A completed supplemental questionnaire*;

Names, addresses and telephone numbers of five references to include a boad representation of subordinates, faculty members and colleagues.

Montaginas and conflictions will be received until the position is filled.

Monhations and applications will be received until the position is filled.
The committee will begin its formal screening process by June 17, 1992, all
and see are encouraged to apply by 5 p.m. on that day.

Mr. Topy N. Brown

Mr. Tony N. Brown
Human Resources Employment
West Valley-Mission Community College District
14000 Fruitvale Avenue
Saratoga, California 95070-5698
(408) 741-2000

AA/EOE

(408) 741--2000

Wes Valley-Mission Community College District is located in the heart of the Sand Clara/Silicon Valley, approximately 50 miles south of San Francisca in the San Jose metropolitan area.

West Valley-Mission

Community College District SARATOGA, CALIFORNIA

Hudson County Community College

PROVOST

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution fully accredited with the North Central Association of Colleges and Schools and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill overlooking the city of Cape Gleardeau and the Mississippi River. During the 1991 fell samester, 8,800 students were enrolled in programs leading to associate, bechelor's, master's, and specialist degrees. A nawly revised general education program was recently Identified as a model in Teach America, an AASCU program for improving teacher education, for innovative curricular development. The University emphasizes excellence throughout the academic division.

THE POSITION: The Provost is the chief academic officer of the University. As the President's first delegate, the Provost has primary responsibility for the overall administration of the academic programs and is charged with promoting academic excellence among the faculty and maintaining excellence within the academic programs of the University. Major responsibilities of the Provost include developing and coordinating University planning; coordinating faculty recruitment, development, and employment activities; providing leadership in program review and development; enhancing the academic/cultural environment; and stimulating research, scholarly activity, and creative endeavor. The Academic Division is composed of thirty-six academic departments in five colleges (Business Administration, Education, Health & Human Services, Liberal Arts, and Science & Technology), as well as the School of University Studies, the School of Graduate Studies & Extended Learning, and Kent Library. Currently, intercollegiate Athletics reports to the Provest. This reporting channel will be reviewed during the selection process. THE POSITION: The Provost is the chief academic officer of the

QUALIFICATIONS: Candidates for the position must hold an earned doctorate from an accredited university; demonstrate a successful record of achievement in teaching and scholarly activity; and record of achievement in teaching and scholarly activity; and demonstrate successful experience as an academic administrator at a comprehensive university. All candidates will be judged on evidence of effective academic leadership within the context of a decentralized mode of collegial decision making and demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning, evaluation, and resource allocation, and must be effective as a campus apokesperson. It is essential that the candidate be committed to academic excellence as well as the University goal of increasing its athnic, cultural, and international diversity.

SALARY AND BENEFITS are competitive and commensurate with

POSITION will be vacant July 1, 1992, and will be tilled as soon as

NOMINATIONS DEADLINE: Nominations must be submitted not later than June 15, 1982, to the address listed below.

APPLICATION PROCEDURE: Review of materials will begin on June 15, 1992, and continue until the position is filled. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vites, and the names, addresses, and phone numbers of five references to: Kala M. Stroup, President; Southeast Missouri State University; One University Plaza; Cape Girardeau, MO 63701.

Southeast Missouri State University is an irmative Action/Equal Opportunity Employer and ancourages nominations and applications of women and minorities.



PACIFIC UNIVERSITY OREGON **VICE PRESIDENT FOR** FINANCIAL AFFAIRS

Applications are invited for the position of Vice President for Financial Affairs. Pacific University is an Independent Liberal Aris and Health Sciences University with an enrollment of 1800 students. The University includes the College of Aris and Sciences, the College of Optometry, the School of Professional Psychology, the School of Physical Thorapy, and the School of Occupational Therapy, all based in the lovely small-town community of Porest Grove, Oragon, 23 miles west of Portland, between the mountains and the ocean. The University offers an excellent comprehensive benefits package.

Responsibilities
The Vice President for Financial Affaire is the chief financial officer of the University and financial advisor to the President and the Board of Trustees. He/she reports to the President and is a member of the President Cabinet. The position is responsible for asset management of the various funds as determined by the Board of Trustees, for financial reports, and for contractual and legal grangements for the University. The position supervises the business office, computer services, human resources, physical plant, business services and security. The Vice President staffs and serves as an ex-officio member of the Finance, investment, and Property Committees of the Board of Trustees. The Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Financial Affairs is also responsible, working with a Budget Committee, for budget development and adm

Qualifications Desired qualificat Qualifications include an advanced degree, with CPA or CMA preferred. The successful candidate will have a demonstrated record of leadership, organizational effectiveness and a commitment to comprehensive, effective financial management in higher education. A marinum of seven years progressively responsible experience in least management, planning and lund accounting, with strong verbal and written communication skills is required. Pacific seaks a person with a clear sense of the way financial policies must work to support academic priorities and values in a place with a mission of service.

Applications
Résumés, along with cover letter and professional references should be submit-ted to: Auman Resources Department, Pacific University, 2043 College Way, For-est Grove, OR 97116; (503) 359-2210.

The position is open until filled. Review will begin on May 1, 1992

Pacific University is an equal opportunity employer

dergraduate teaching and advisement. Preference will be given to applicants with an MSW and specialization in one or more of the following areas: seronolosy, criminal justice, demography, substance abuse, poulitical science, or history. Send letter of application, transcript, resume, three letters of reference, and ovidence of isochina still. Vi to Academic Director, Alien Dinversity, 13.0 Harden Street, Collumbia, South Cardina 29204, by July 15, 1992. Aften is an ellustorically Blank College and welcomes all qualified applicants.

Spanish: Assistant Professor of Spanish, 1892. Aften is an ellustorically Blank College and welcomes all qualified applicants.

Spanish: Assistant Professor of Spanish, 1892. Aften is an ellustorically Blank College and welcomes all qualified applicants.

Spanish: Assistant Professor of Spanish, 1892. Aften is an ellustorically Blank College and welcomes all qualified applicants.

Spanish: Assistant Professor of Spanish, 1893. Rantsin Lecturer in Spanish, 40 hourse week, 3800, am. 5:00 pr. Sairy 527,500 year. Teach Spanish language and supervise togaching assistants. Applicants must have a Ph.D. in Spanish Language and Padagagy and three years related experience as a CSTA. Other spanish control of the graduate courses in area of ducation, with staphasis on the teaching experience. Desirable Qualifications bockstround in Lealin-American studies. Duties: teach three courses per sensator in literature particular and professor minimum of Spanish, some in English; research; assist with assigned duties. Salry deposition in the professor minimum of the patient courses in the first, second, and more advanced levels. Must are minimum of one graduate course and culture, destination and culture of application, curriculum vitae, teaching advanced levels. Must are minimum of one graduate course and culture, destinating and culture and culture, destinating and professor minimum is \$6,024. Send letter of application, curriculum vitae, teaching advanced levels. Must are minimum of three pratise cou

St. Bonaventure University Invites applications/numinations for the position of Vice President for Business and Financial Affairs (Full-time, twelve-month, administrator), with an intended appointment date of September 1, 1992 or some. Letter of application addressing the below cited qualifications, vital resumé/biography with salary history, and three current letters of recommendation should be sent to: Atternative Action Ofrice, 5t. Bonaventure University, Box CC, 5t. Bonaventure, NY 14778. The closing date for applications in May 29, 1992. Candidates whose applications are received after that date cannot be assured of full consideration.

St. Bonaventure University in a 133-year old computation by University in

ST. BONAVENTURE UNIVERSITY

VICE PRESIDENT FOR BUSINESS

AND FINANCIAL AFFAIRS

cannot be assured of full consideration.

St. Bonaventure University is a 134-year old comprehensive University in the Franciscan tradition, with a strong commitment to the liberal aris and a glubal education experience. Localed near the city of Olean, New York, seventy-tive miles south of Buffalo, New York, the university errolls approximately 2,800 graduate and undergraduate students in tive schools (Aris and Science; Business; Education; Franciscan Studies, and Graduate). The average annual hudget is \$32,000,000.

The basic qualifications for a successful candidate are as follows:

Rachelor Degree (preferably in business) required

Advanced degree in husiness areas desirable

Minimum five years' experience in higher education institutions required.

Progressively responsible experience leading toward in-depth understanding of the controller; budgeting; physical; facilities; personnel; computing, and purchasing functions preferred

Managerial expertise, including (but not limited to) proven record of supervising suburdinates required

Excellent verbal and written communications required

Proven ability to interact collegially with all internal and external constituencies of the University required

POSITION DESCRIPTION

The Vice President for Business and Financial Affairs reports to the President and is responsible for the business and financial affairs of the university. Oversees all university administrative services, including that not limited to the above cited functions, as well as the following: fiscal and tacilities planning; administrative computer services; mail and telephone communications. Prepares in a timely fashion budget assumptions, budget parameters, and a preliminary annual budget proposal for the planning and financial budies of the university. Responsible, in collaboration with senior administrator, for ensuring efficient cost-effective management of university business and financial attairs. Conducts complex costbenefit studies, Negutiates with parties/vendors regarding university contracts. Represents university to various governmental and regulatory agencies. Chief administrative liaison to Building and Grounds, Finance and Budget, and Investment Committees of the Buard of Trustees. Oversees preparation of appropriate reports/records for annual audit by September 15 of each year. Maintains knowledge of current trends in tield. Assumes other related duties as assigned by the president.

SALARY

St. Bonaventure University is an Equal Opportunity Employer; women and minorities are encouraged to apply.

WESTERN NEW MEXICO UNIVERSITY

Vice President for Academic Affairs

Western New Mexico University, a dynamic, growing regional institu-tion, invites nominations and applications for the position of Vice Presi-dent for Academic Affairs. The successful candidate will be an experi-enced, ambitious academic leader who will report to the President of the University. The Vice President for Academic Affairs will play a leader-ship role in the newly reorganized academic structure and provide guid-ance in the institution's thrust toward exemplary teaching and the use of

The Vice President for Academic Affairs is responsible for all academic programs and personnel, the Library, Registrar's Office and Continuing Education and Regional Services.

Education and Regional Services.

Qualifications: The Vice President for Academic Affairs will have (1) an earned doctorate from an accredited institution of higher education; (2) at least 5 years of collegiate-level teaching experience; (3) academic administrative experience at a baccalaureate degree-granting institution; (4) evidence of and interest in a leadership role in the use of technology in instructional improvement and Extension Center instruction; (5) be responsible for and involved in the recruitment, support, and assessment of faculty. Candidates possessing knowledge of, and experience in working with, the New Mexico higher education community are encouraged to apply. Candidates must have credentials strong in teacher education and a proven track record of academic excellence. The salary will be commensurate with education and experience.

Deadline: Application materials about include letter of introduction

Deadline: Application materials should include letter of introduction, resume, and 5 letters of reference. Review of applications begins May 27, 1992 with position open until filled. The appointment date for the Vice President for Academic Affairs will be August 1, 1992 or before.

Please send applications and nominations to: Vice Presidential Search Committee for Director of Human Resources, Western New Mexico University, Silver City, NM 88062.

WNMU-An Affirmative Action, Equal Opportunity Employer

Competitive, commensurate with qualifications and experience.

The basic qualifications for a successful candidate are as follows:

OUALIFICATIONS

POSITION DESCRIPTION

SALARY

VICE PRESIDENT FOR STUDENT AFFAIRS

Nominations and applications are invited for the position of Vice Pedent for Student Allalrs at Troy State University.

Troy State University is located in Troy, Alubama, with a branchespois in Phenia, Alubama, and teaching sites on some 64 military uses, tions in the United States and multiple international sites with an bined headcount enrollment, Fall 1992, of 10,826. It is a compressive public institution offering associate, bachelor's, master's expectalist degrees in 64 majors. Troy State University in Troy is loance campus of The Troy State University System which do L. hadependently accredited campuses in Montgomery and Dathan A. banna. The Troy State University System was a system-wide headcone enrollment, Fall, 1991, of 16,072.

enrollment, Pall, 1991, of 16,072.

The Vice President for Student Affairs is the chief administrative cheer for the Division of Student Affairs and reports directly to the Use cellor who is the chief administrative officer of the Troy campus, I The Trny State University System. The Vice President is responsible for providing leadership and administrative direction to a composite sive student affairs program which seeks to provide an appopulative student affairs program which seeks to provide an appopulation of student affairs program which seeks to provide an appopulation of student of develop his/her unique potential and to become a probust member of students.

number of stociety.

Functional areas for which the Vice President will be responded include: Enrollment Services (Admissions, Academic Records, Faccial Aid, Veterans Services, Pro-College Orientation, High Shold, Juntor College Relations/Rocruitment, and Juntor College Relations/Rocruitment, and Juntor College Abord, tionity Student Health Services, University Police, Student Diag, Sydent Activities, Conference Services, Intramurals, Placement Services, Drug Abuse Prevention, Student Housting, Greek Alfaits, Intentional Students, Counseling Services (Testing, Academic Advisors) Vocational and Personal Counseling), the Student Government Acord atton and Student Dovelupment Services (Career Development), ter, Computer Works, Interactive Media Center, Student Super Services, 'Interial Centers for Natural Science, Iteading, and Wibbs,' The Vice President is responsibilities.

Onalifications: The successful candidate will: have extensive core

conduct, rights, and responsibilities.

Qualifications: The successful conditate will: have extensive open ence and knowledge of student affairs functions and issues, advatud thoroughly enrollment management relating to the remined and retention of students; experience with assessment, budges, ad student affairs program development; evidence of professional deal opment and activity; a demonstrated ability to work successfully and diverse campus offices and persons; possess excellent communication and organization skills; an enrued doctorate in an appropriate felt from an accredited institution; a commitment to and demonstrate record of expanding opportunities to diverse populations on a college campus.

Salary and Benefits will be competitive and commensurate with exceed and qualifications. This is a twelve month position. Position Available: September 1, 1992, or a date acceptable to a University and the successful candidate.

Application Procedure: Review of completed applications will be a on June 1, 1992, and will continue until the position is filled applicated should submit letter of interest which shows evidence of the qualifications noted above, a curriculum vitae and the names, addeses and phone numbers of five references to:

Dr. Glenda McCaha VP for Student Affairs Search Committee Troy State University Troy, Alabana 36082

Troy State University is an EEO/AA employer and encourages apple tions from women, blacks, and other minorities.



Associate Vice Chancellor for Financial Management

The Area: Appalachian State University invites applications for the position of Australian Vice Chancellor for Financial Management. The University was founded in 1879 ash located in the heart of the beautiful Blue Ridge Mountains of North Carolina System. Appalachian layare the 16 institutions of The University of North Carolina System. Appalachian layare sive comprehensive university with a current enrollment of 11,500 students sive comprehensive university with a current enrollment of 11,500 students. Responsibilities: The Associate Vice Chancellor for Financial Management North directly to the Vice Chancelor for Business Affairs. This position is respectful development, oversight, and implementation of the University accounting today, and business operations.

and business operations.

Candidate Must Possess: An earned Master's Degree in an appropriate feld and it finance, accounting, economics, operations research, etc. is required. A Doctor's prefetred. Experience in higher education in business affairs sees at the management level is prefetred. Candidate must demonstrate strong organizational and integrity necessary to lead the financial management area of Susiness Affairs achieving the goals of the University.

Application Must Calmant A Management area of Susiness Affairs researched to the Calmant A Management Must Calmant A Management Must Calmant A Management Must Calmant A Management and a flux of fire research.

Applicants Must Submit. A letter of interest, current resume, and a list of for researces with addresses and telephone numbers are required. The intereded date of enjoyment is August 17, 1992. Competend applications must be received by Jack 3, 1993. Competend applications must be received by Jack 3, 1994. The interest of the properties and commensurate with qualifications. This is a received month position. Compensation is compen month positive. Send Applications To:

Mr. J. Carroll Bro Mr. J. Carroll Brookinse
Chair
Associate Vice Chancellor for
social Management Selection Come
Business Affairs
Appalachian Stare University
Boone, North Carolina 28608
(704) 262-6472 (FAX)

Appalachian State University is an Equal Opportunity Employer and scirely setual candidacy of women and minorities.

Spanish/Portuguess: Assistant Professor of Spanish lingulatics and Portuguess language. Full-time touter track, besinding August, 1992. Salary \$31,000. Required: Ph.D. In Spanish linguistics, Native or tear-native fluency in Spanish Portuguese and English. Commitment to scholarship as demonstrated by publications. Qualification to teach advanced and graduate-level Spanish language and linguistic courses:

Westkits include lastruction, aupervimed itsient teachers, advistins, leaderservice, speaking, towad betterment of the control of the con Special Education: Wright State University's College of Education and Huspan Services is seeking nominations and applications for a one-year faculty appointment in apacial education. The position is available September 1, 1992. Responsibilities include: It teaching undergraduate and small

PRESIDENT UNIVERSITY OF HAWAII

The Board of Regents of the University of Hawaii invites nominations and applications for the position of President of the University of

In Boardof Trustees of Hudson County Community College seeks an crowdhay educational leader interested in an opportunity to truly established in an urban community college where the richness straight is taken for granted. The President is the chief executive disease to the Board of Trustees. Governed by an eleven-member Board of Regents, the University of Hawaii is a land-grant, sea-grant, and space-grant institution consist-ing of ten campuses in the chain of Islands which comprises the State of Hawaii. It currently has an enrollment of over 47.000 students with an operating budget of over 400 million dollars and attracted external support of 106 million dollars in the last fiscal year.

favorand reports to the board of Trusieces, favored in 1974, the College is an open-access, triban community favored in 1974, the College is an open-access, triban community of the control of the college is planting from 1985. Dispersed throughout fludson County in northern New Jersy, axoss the river from New York City, the College is planning new, you will be college in planting new, which is will deliver university transfer, tathical reculor and interest to act in the college in the college is planting new, and constraint continuing education, programs to an acceptant control of the college in the college is and control of the college in the college in the college is and control of the college in the college in the college in the college is an acceptant to the college in the college in the college in the college is planting in the college is planting in the college in the coll support of 106 million dollars in the last fiscal year.

The University of Hawaii at Manoa, the principal campus of the system, offers baccalaureate, master's, and doctoral degree programs in a variety of fields including fully accredited schools of medicine and law. The University of Hawaii at Hilo is a baccalaureate campus with a College of Arts and Sciences and a College of Agriculture. The University's West Oahu Campus is an upper-division campus. The remaining seven campuses comprise the University of Hawaii Community College system. ichnicalvocasonal education, admit pasic, and inight scriptor equivalen-ty edication and non-credit continuing education programs to an stakally and internationally diverse population. renormally seeks a visionary president to foster the orderly long-ing detelopment of the College. Integrity, decisiveness, and the publy to motivate and listen to others will be required attributes. addition, the President of HCCC should possess the following char-

The President is the Chief Executive Officer of the University and is responsible to the Board of Regents. Ability to work collaboratively to analyze current academic offenies and lead a strategic planning effort to meet the changing needs of students. the workplace, and the community. In its next President, the University seeks an individual with the follow-

mailly.

Ability to quickly assess the current strengths and resources of the College and, based on realistic priorities and timelables, to deploy them effectively.

Adept at identifying and developing funding sources to support desired programmatic results.

Ability to construct a shared understanding with the Board of Trustees of the proper roles and responsibilities of each in the leadership and administration of the College.

Operience relating positively with accrediting and licensing apprecies.

Ability to serve as head of a university system.
 Ability to lead the University in all of its multiple missions; open access community college education; baccalaureate education in the liberal arts and pre-professional areas; professional education; graduate education; and research.
 Demonstrated experience in managing an enterprise at least as complex as the University of Hawaii.
 Ability to understand and work effectively in Hawaii's multicultural spoilaty.

society.

• Ability to promote the University's growing international role, particularly in Asia and the Pacific.

• Academic or intellectual preparation sufficient to earn the respect of the faculty and the community of a major university.

ing agencies.

• Experience building an effective administrative team and confortable with collective bargaining in a collegiate set-Ability to coordinate the consolidation and new construc Nominations and applications should be sent to: ion of actilities.

• Superior communication capable of projecting a new image of dynamic energy and achievement for the College.

Mr. Roy Y. Takeyama
Chairperson, Screening and Advisory Committee
Board of Repents
University of Hawaii
2444 Dole Street, Room 209

Applications should include a current résumé and a thoughtful letter discussing the candidate's qualifications in terms of the criteria stated

Applications will be reviewed commencing on August 14, 1992. Candidates whose applications are received after that date cannot be promised full consideration. The position will be filled on January 1, 1993. The University of Hewali is an AA/EEO Employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

ATTERNATURAN KANDERANGAN MENANGAN KANDAN ---------



PACIFIC UNIVERSITY OREGON

Vice President for Development

Applications are invited for the position of Vice President for Development. Pacific University is an independent Liberal Arts and Health Sciences University with an enrollment of 1500 students. The University Includes the College of Arts and Sciences, the Cullege of Optometry, the School of Projessional Psychology, the School of Physical Therapy, and the School of Occupational Therapy, all based in the lovely scenic suburban community of Forest Grove, Oregon, 23 miles west of Portland, between the mountains and the ocean. The University offers an excellent completensive benefits package.

Responsibilities
The Vice President for Development reports directly to the President, is a member of the The Vice President for Development reports directly to the President, and is responsible for overall Development operation of the University. The Vice President is responsible for supervising the following areas: annual giving, to the Vice President is responsible for supervising the following areas: annual giving, planned giving, corporate and foundation relations, major gifts and grants, research records, and the present Pacific Contry Campaign and the planning and successful rescution of future campaigns. The position staffs and serves as an ex-officio member of the Development Committee of the Board of Trustees.

Qualifications

The successful candidate should have an advanced degree in a relevant area, with a The successful candidate should have an advanced degree in a relevant area, with a minimum of seven years of progressively responsible development and fund-raising experience in a non-profit setting, preferably in higher education. Direct responsibility for annual fund and planned giving is required, and direct experience in planning, organizing and managing a capital campaign is preferred. A demonstrated ability to positively motivate a working team is essential. Excellent oral and written communications and public speaking skills are also necessary.

The position is open until filled. Review began on May 1, 1992. Pacific University is an equal opportunity employer.

unate courses in special education; 2) supervising susdent teaching and other field daperiences; 3) advising graduate and undergraduate students; 4) engaging in scholarly activities; and 52 supering in service activities that are a reflection of a professional school in a metropodition university. A doctorate with concentration in special education of a professional serving in a reliable and in a release of a professional serving in the reliable of a professional serving in a R-12 ghood actulas are necessary and rank will be anon-teaure reach expositions for one scadente year least three pears only. Salary and rank will be based on qualifications of the candidate selected. Higher factors of the candidate selected. Higher consideration of applications will remain open until filled. We encourage applications from traditionally underrepresented irror trades and results of the position will remain open until filled. We encourage applications from traditionally underrepresented irror and transportation of applications; vita; particularly and transportation of applications will remain open until filled. We encourage applications materials to; 1972. The position will remain open until filled. We encourage applications from traditionally underrepresented irror and transportation of applications; vita; particularly and transportation of applications; vita; particularly and transportation of the position will remain open until filled. We encourage applications materials to; 1972. Detection from traditional properturals to the position will remain open until filled. We encourage applications and fluman contractions of the candidate selected. Hight considerable provides perfectly and transportation and fluman open until filled. We encourage from group discussion, publications; vita; particularly and transportation of perfect of the professor to begin 17 August 1992. Duttes include teaching transportation of behavior of the professor to begin 17 August 1992. Duttes include teaching transportation of the professor to describ



PRESIDENT

THE UNIVERSITY OF TEXAS AT AUSTIN Numinations and applications from qualified and interested candidates are sought for President of The University of Texas at Austin. The position will become vacant on September 1, 1992, when the current President becomes Chancellor of the U.T. System

U.T. Austin, established in 1803, is the oldest and largest institution of a university system which consists of 9 general academic and 6 health-related components. The University enrolls just under 50,000 students, with 26% in post-baccalaureate programs. U.T. Austin employs approximately 1,900 ienure and lenure-track faculty.

renore and renore-track faculty.

U.T. Auslin is a comprehensive research university oliciting a full-range of graduate and undergraduate academic programs, many of which are nationally and internationally recognized. A total of 273 degree programs, 78 at the doctoral level, are offered through the following colleges and schools: Architecture, Business Administration, Communication, Education, Engineering, Fine Aris, Law, Liberal Aris, Graduate School of Library and Information Science, Natural Sciences, Nursing, Plearmacy, Lyndon B. Johnson School of Public Alfairs, and Social Work.

U.T. Austin has outstanding facilities, is a well endowed public university with more than 1,000 endowed faculty positions spread throughout its warious academic units, has one of the nation's linest libraries, and has a strong research and public service tradition.

research and public service tradition.

The President is the cluid administrative officer of the University and reports to the Executive Vice Charcellor for Academic Affairs of the University of Texas System. Candidates for the presidency should be highly respected within the national academic community, possess an earned ductorate or comparable academic credentials, have strong academic experience, exhibit a devotion to excellence in research and teaching, have demonstrated leadership ability in a large complex organization, present a strong commitment to and experience with development of diversity, have a solid record of institutional development experiences, and possess the ability to communicate a vision of the University to faculty, students, alumni, the international community of scholars, and other consiliuencies.

Letters of application or nomination will be accepted until June 1, 1992. After that dale, the Advisory Committee or the Board of Regents may request and constrier credentials from additional candidates nominated from responsible sources. All nominations and applications (with supporting materials)

Advisory Committee for the Selection of a President at U.T. Auslin c/o The University of Texas System 601 Colorado Street Auslin, Texas 78701

An Equal Opportunity, Affirmative Action Employe



PRESIDENT

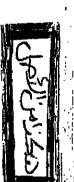
The Board of Trustees of Duke University Invites nominations and applications for President. Screening of candidates will begin on June 1 and will continue until an appointment is made. Please send nominations or expressions of interest to: John W. Chandler, Chairman, Presidential Search Committee, P.O. Box 22079, Duke Station, Durham, NC 27706.



Auke University

résumé, transcripts (corries accepted), and three current recommendation letters to Dr. Kathle Leoper, Chair, Departaneu of Speech. Rd. Speech Position #51809, Northwest Missouri State University, Maryville, Missouri 6466 by 1 June 1992, Fostition to remain open until filled, AA/ISO &; worken? and minorities' applications encouraged.

SpecifyLarguage Pathology CFY position, supervision available. Master's in specificance pathology required, experience in group in aguse and sugmentation desired. Scottlah Rite Choice for Chichood Language Disorders. Serve as coordinator and growleder of diagnostic and intervention services for residential and day clients in intensiva program. Application deedlines July 1, 1992 or until filled. Available Sep-



Sociology/Social Work: Allen University, a small, church-affillated college, jevites applications for a position in the Social Science Department beginning August, 1992.

South Carolina State University

PRESIDENT

The Board of Trustees and the Presidential Search Committee of South

in a President.

The Market in 1896, South Carolina State University is a historically black, p. Sc. 1890 Land Grant Institution. The University is situated on 160 acres p. Sc. 1890 Land Grant Institution. The University is situated on 160 acres yield in Grangeburg, South Carolina which is forty miles east of the state yield at Columbia. The University employs 220 full time faculty which spires 5000 students through the Schools of Arts and Sciences, Business, texts on Engineering Technology. Home Economics and Human Service and Graduate Studies. It was reaccredited by the Commission on the University awards the Baccalaureate, Master's and Specialist Degrees goed at the Doctorate in Educational Administration.

swil as the Doctorate in Educational Administration.

The President is the chief executive officer of the University and reports detay to a nine member Board of Trustees. The successful candidate should have an earned doctorate or appropriate terminal degree in an exidence discipline or professional field. Credentials should reveal proceed the properties of a commitment to teaching, scholarship, research and public service. The candidate should also have the ability to work effectively sith diverse populations including faculty, students and staff, a genuine comment to shared academic governance and an ability to articulate a ston for the future growth and development of the University.

tookans should submit a letter of application outlining how they meet facilities a current resume and the names, professional affiliations, adcress and telephone numbers of at least three sources of references.

Nominations and expressions of interest will continue to be received until the position is filled. Because the Search Committee will begin screening and the purpose of the properties of the purpose of the properties of the prope

Dr. James H. Arrington, Chair Presidential Search Committee South Carolina State University P. O. Box 2764 Orangeburg, SC 29116

South Carolina State University is an Equal Opportunity, Affirmative Action Employer.

President

areers in youth and human service agencies.

Big Brothers/Big Sisters Boy Scouts Boys and Girls Clubs Camp Fire, Inc. 4-H

program management.

A successful record in fund-raising.

American Humanics, in its 44th year, is a mational association

whose sole purpose is to recruit and prepare professionals for

This goal is achieved through partnerships among American humanics, affiliated college and university campuses, and the deven primary youth and human service agencies:

merican Humanics seeks a President and Chief Executive Officer who possesses the following qualifications:

2 Meaningful experience with youth or human service agencies.

Recognized administrative leadership, including financial and

Effective public relations talents, particularly in working with college and university personnel and representatives from the private sector.

Junior Achievement YMCA

AMERICAN HUMANICS, INC.

"Education for Careers With Hurnan Service

PRESIDENT

Morningside College Sioux City, Iowa

The Board of Directors of Morningside College invites applications and nominations for the position

Founded in 1894, Morningside College is a private, coeducational, four-year, liberal arts institution. Affiliated with the United Methodist Church, the college seeks a campus body representing diverse social, cultural, ethnic, racial, and national backgrounds. The college enrolls 1,232 students and employs 64 full-time faculty. The campus consists of 16 buildings on 27 acres located in Sioux City, Iowa. Metropolitan Sioux City supports a population of 100,000 and is the economic and cultural hub of the "Siouxland" region.

Candidates must have an earned doctorate from a recognized university. Among the other qualifications sought are:

- proven experience and success as an
- educational leader: experience with a private liberal arts college;
- experience in fund-raising;
- ability to work effectively with faculty. students, alumni, and community and church leaders;
- expertise in administration and planning;
- exemplary character and integrity; and · ability to communicate and motivate, and to

lead the college. Prospective candidates should send the following:

- an application letter;
- a complete resume/vita;
- placement credentials:
- complete transcripts; an original position paper addressing
- "Challenges and Opportunities Facing Private Colleges in the 1990s and Beyond";
- letters from a minimum of five people representing career and community relationships;
- any other materials that you consider relevant. The committee will review complete files

eginning immediately. The starting date is negotiable, but the new president will assume office no later than August 1993. All applications or recommendations should be sent to:

> Mr. Jim Walker, Chair, Search Committee Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106.

Applications will be acknowledged and further information sent to the candidate.

Morningside College is an Equal Opportunity Educator and Employer

MORNINGSIDE

Sports Information: Director, University of North Dukola. Number 2-131, Sports Information Director is responsible for media relations, publications and other materials associated with each sponsored sports, preparations for home events, management of the deportment including budgeting and staff assignments, and other duties that may be assigned, Requires Bachelor's degree; Master's preferred, in related field and minimum of three years' asperience in college sports information or related. Iffective written and oral communication skills needed. Compater technology skills prequired. Knowledge of broadcast media operations and awareness of overall NCAA rules preferred. Position available July 1, 1992. Salary: \$25,884-839,516. Deadline: May 29, 1992. Sand letter of application, résumé and references to: Personnel Services the languise of North Dalesta, P. O.

gram, special events, student publications.
Assist with Orientation and Cammencement activities, Requires a high level of colinistasum and creativity; willingness to
work a fexcible schedule including eventures
and weekends. Required: Master's degree
in Student Personnel or related field, and
two years of experience in a college student
activities program. Understanding of student artists at a professional art college is
helpful. Send letter, resumé, and throe letters of reference to Mr. Michael Moha, Assituant Dean for Student Affairs, Maryland
Institute, College of Art, 1300 Mount Royal
Avenue, Baltimore, Meryland 21727 by
May 22, 1992. The Maryland Institute, College of Art is an AA/EOE employer activelege of Art is an AA/EOE employer active-

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO PRESIDENT

Founded in 1869, the School of the Art Institute of Chicago is a professional art college of the highest caliber. It helped establish and is a charter member of the National Association of Schools of Art and Design. Located in Chicago, the School is at full enrollment with 1700 full- and part-time students pursuing 8 FA's, MFA's, MA's and post-baccalaureate certificates. Endowment of the School is currently in excess of \$50 million. The Art Institute of Chicago is a non-profit corporation consisting of the School of the Art Institute and the Museum of the Art Institute. Together, they are internationally acknowledged as among the leading cultural institutions in the world.

The President will be the chief executive officer of the School and will represent it to its varied constituencies as well as to the public Excellent communication and interpersonal skills are essential as the President must be a persuasive advocate for SAIC. He/She must be able to earn the respect of and develop long term for SAIC. He/She must be able to earn the respect of and oevelop long term relationships with students, faculty, staff, alumni, volunteers, museum staff, donor prospects and the general public. The successful candidate will be an enthusiastic supporter of contemporary art and should have a sensitivity for and understanding of the process of making art which is the primary function of the academic curriculum at the School. Gilven the envious reputation that the School enjoys and the nature of its student constituency, the President must have a global perspective and be sensitive to cultural diversity. The President will have a proven track record of institutional leadership.

The successful candidate will be an inspirational, pro-active leader and will be a visionary who will, together with his/her administrative and volunteer team, lead SAIC into the future with even greater achievements and success. The President should be comfortable working in a dynamic, fast paced environment and be able to adapt when necessary to the ever-changing needs of the organization. Demonstrated financial, administrative, managerial, and organizational skills are supported.

The President will have successful executive experience in higher education or in the arts and will be experienced in working in a governing board environment. Since a strong respect for the arts is essential, preference will be given to candidates with experience in the arts.

An advanced degree is required; a terminal degree is preferred. Annual compensation will be competitive and commensurate with experience Relocation assistance and an executive benefits package will also be provided. Please do not reply to SAIC. Send cover letter, résumé/cv. including salary history,

Morris & Berger 201 South Lake Avenue, Suite 700 Pasadena, CA 91101 Tel: 818-795-0522; Pax: 818-795-6330

The School of the Art institute of Chicago is an Equal Opportunity Employer

EXECUTIVE VICE PRESIDENT

Ross University School of Medicine and Veterinary Medicine seeks nomina-tions and applications for the position of Executive Vice President. The Vice President is responsible for: academic programs, securing faculty and support staff, creating and implementing budgets, maintaining high level enrollment and providing strong leadership.

We prefer M.D. degree for this position and candidate must have minimum of ten years' experience in similar position with either a medical school or veterinary school.

Review of nominations will begin immediately. All candidates must submit formal applications including statement of how the candidate will satisfy this position. Please send CV and three references to:

Executive Vice President Search Committee c/o Dr. Ross, Chairman Ross University
460 West 34th Street, New York, NY 10001

student Activities/Multicultural Programs;
Carson-Newman College is located in Jefferson City. Tennessee, and affiliated with the Tennessee Baptist Convention. The collega is accredited by the Southern Association of Colleges and Schools. The student enrolling is accredited by the Southern Association of Colleges and Schools. The student enrollinest is approximately 2,000, Carson-Newman expects its faculty and staff to be actively supportive of its aligns as a "college with a Christian commitment."

Responsibilities include: overail direction of Student Activities and Multicultural Programs. Effective leadership and commandications addils, and a love for working with attudent organizations are assontial. Bachelor of Student and Control of Student Activities and Multicultural Programs. Effective leadership and commandications addils, and a love for working with attudent organizations are assontial. Bachelor of Student Activities and Multicultural Programs and College of the College

Sindents Vice President for Activities, Services, and Organizations, Canging Ac-tivities Buard, comprised of cight program-mines committees. Homeoming Commi-tee, and Crystal Crest, will advise other ASWSU and student programs as passinged, assessing student development, assisting with designing and implementation of lead-erabin development, agreement

to: Student Program Search Committee, cl o Human Resources Department, Weber State University, Opdent, Utah 84408-1016. Applications for this position will not be accepted unless received or postmarked before close of business on May 29, mices the closing date is extended by the search committee or hiring authority. WSU is an AA/EOE.

Feacher Education: Anticipated faculty po-sition(s). Louisiana Tech University is a comprehensive university located in Rus-ton, Louisians. The Codese of Education is one of six degree-granting colleges within the University and offers degrees at the bachelor's, master's and specialist levels in a variety of human services areas. Appli-cants should send a letter of spolication, current view, transcript from university



PRESIDENT

THE UNIVERSITY OF TEXAS AT PERMIAN BASIN

Nominations and applications from qualified and interested candidates a sought for President of The University of Texas of the Permian Basin Proposition is currently filled on an interim basis.

U.T. Permian Basin, established as an upper-level university in 1969 and authorized to add a lower division for the 1991-92 academic year, is used 15 component institutions in The University of Texas System 19 general academic institutions and 6 health-related components). Located in Odesa, U.T. Permian Basin serves primarily a seventeen county region surrounding the cities of Midland and Odlessa.

The institution enrolls approximately 2100 students (17.3% minority) in 1; degree programs at the baccalaureate and master's levels through the folious ling Divisions: Behavioral Science and Kinestology; Business; Educator, Humanities and Fine Arts; and Science.

The facilities of the Institution are ample and would permit expansion of enrollment without new construction. A new facility, housing the Permin Basin Center for Energy and Economic Diversification, is located midage, between Odessa and Midland. As part of the U.T. System, U.T. Permin Basin is connected by a high speed digital communications network to other components. This technology allows for interactive multimedia institution and access to a CRAY Y-MP Supercomputer and on-line catalogs for row bined library holdings of over 10 million volumes, including the 6-million volumes of the U.T. Austin General Libraries.

The President is the chief administrative officer of the University and more.

volumes of the U.T. Austin General Libraries.

The President is the chief administrative officer of the University and report to the Executive Vice Chancellor for Academic Affairs of the University of Toxas System. Candidates for the presidency should be highly respond within the academic community, possess an earned doctorate or compassive academic credentials, have achieved distinction in at least one academic professional area, exhibit a commitment to excellence in research andtexhing, have demonstrated considerable leadership and administrative abidy, present a strong commitment to and experience with development of disnity, have a solid record of institutional development experiences, and posses the ability to communicate the mission and needs of the University to faculty, students, alumnit, and other constituencies. students, alumni, and other constituencies.

Letters of application or nominations will be accepted until lune 1, 1992.
After that date, the Advisory Committee or the Board of Regents may reque and consider credentials from additional candidates nominated from respo

Advisory Cummittee for the Sclection of a President at U.T. Permian Basin c/o The University of Texas System 601 Colorado Street Austin, Texas 78701

An Equal Opportunity, Affirmative Action Employer



NAVARRO COLLEGE

Vice - President for Student Services (Search Re-Opened)

Duttes and Responsibilities: The Vice-Prosident foruses with the primarily responsible for: counseling: student activates; hours recruiting/markoting; flutancial aid. Reporting to the Vice-President include \$6.74, student behavior, veterans affairs, international students, student health and supervision, grant management, leaching, scholarship management, persond supervision, grant management, leaching, scholarship management and community solice. Additionally, thore is linkage with security and maintenance for campus lie ad student housing. This position reports to the Executive Vice-President and seves as a temptor of the Executive Coordinaling Courcil.

Qualifications: Master's Degree in Student Services or related area required; Octobe preferred. Must have community college experience: a commitment to the community college philosophy is required. Extensive experience: a commitment to the community college philosophy is required. Extensive experience: a commitment to the community college, philosophy is required. Extensive experience is desirable in student services and related areas. Must possess leadership and management skills.

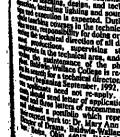
Applications: Submit resumé to: Dr. L. ary L. Reed, Executive Vice-President, Margo. College, 3200 W. 7th Avenuo, Consicana, TX 75110. Application deadline. Margo. General Informations: Navarro College is a fully accredited, comprehensive, public and content and community and content and community and content and co

1992.
General Information: Navarro College is a fully accredited, comprehensive, public community college. Founded in 1946, the College now has a semister credit enrollment of approximately 3,000 students. The College's modern, well-maintained facilities as shaled on a beautifully landscaped campus on the west side of Conicana. Cosscara ba community of 24,000 people located on 1-45 approximately 65 mites south of the Dale Ft. Worth metroplex. In addition to the main campus, Navarro College has center in Mexica and Waxahachie.

Navauro College is an Equal Opportunity. Allitmature Action Employe

awarding terminal degree, and a list of references who may be contacted. Applications will be received until June 10, 1992, or until the position is filled. Contact Dr. Sam V. Dauzat, Area Coordinator, Teacher Education, P. O. Box 3161, Ruston, Louisiana 71272; PAX (318)257-2379. Assistant/Associate Professor: Curriculum and Instruction, Educational Leadership. Teaching responsibility includes teaching undergraduste and graduate education courses. The responsibilities further include student advisement, supervising internship experiences, conducting research and engaging in other related scholarly service activities.

American Humanics, headquartered in Kansas City, is governed by a 21-member Board of Directors, headed by a Chair and an Exculve Committee. Nominations and applications should be forwarded to Presidential Search Committee 4601 Madison Avenue Kansas City, MO, 64112





Southern Seminary College invites nominations and applications for the position of president for the 125 year old independent two-year women's college. The president is responsible for the total operation of the college and reports directly to the Board of

Located in the beautiful Southern Shenandoah Valley, three miles off Interstate 81 and only six miles from Lexington, Southern Sem has a student/faculty ratio of 10:1 and provides a liberal arts program from which most graduates transfer to recognized senior institutions. The excellent riding/equitation program is nationally known; the riding team has gone to the Intercollegiate Horse Association finals 13 consecutive years and has 8 times been crowned national champion.

The successful candidate must be oriented toward public visibility and fund raising and must at the same time be a proven manager/administrator/leader.

Nominations, inquiries and letters of application should be submitted by June 15. Letters or application should include resumes and names, addresses, phone numbers and relationships of

> Mrs. Barbara Turk, Chair Presidential Search Committee Southern Seminary College Buena Vista, Virginia 24416

EXECUTIVE DIRECTOR

The New England Colleges Fund invites applications for Executive Director. Located in Boston, NECF is an association representing 29 liberal arts colleges and universities throughout New England. Its mession is to secure private-sector financial support on behalf of its member institutions and to advance their values and contributions to higher aducation in the liberal arts.

equation in the norm arts.

The Director is responsible for overall leadership and administration of the association. He/she works closely with the presidents and development officers of the member colleges and the NECF business trustees. Qualifications preferred include a record of achievement in fund reising and experience in working with institutions of higher education, corporate and private foundations, business donors, and volunteer opportunitions.

Special advantages of the position include the opportunity to create a now vision and strategic plan for an evolving organization and to gain professional exposure to most of the prestigious colleges and major employers of New England.

Send letter of application and résumé in confidence to: Cetherine Mo-ritz; leaccson, Miller, Inc; 105 Chaunoy Street; Boston, MA 02111. NECF ancourages women and persons of color to apply. East Coast applicants applicant



Superintendent/President **Gavilan Joint** Community College District

Gilroy, California

Selected Qualification

EDUCATION AND BACKGROUND A master's degree is required and a dictorate degree is preferred. Leading candidates will have senior leadership experience in progressively responsible positions in higher education, preferably in a community college setting. POSITION PROFILE

Gavilan College seeks a prosident who is a successful leader with the following demonstrated qualifications:

Knowledge of and commitment to the mission of community colleges.
 A special interest in teaching, learning, and educational innovation.
 Understanding of and sensitivity to cultural diversity and a desire to colebrate.

that diversity.

The ability to establish a sense of community among employers, community members and students, and to foster a climate which encourages teamwork.

Visionary and luture-oriented higher educational leadership, with the stability to understand new and emerging needs of District communities and to develop

op programs and resources to meet those needs.

Publical astuteness and the ability to effectively bring the needs of the District to the attention of the State Chancellor's Onice, state and federal legislators.

and local government agencies.

An understanding of the business community and the Cullege's relationship to economic development.

Commitment to participation and shared governance that no hides to dity, classified, trustees, and students, and an understanding of all elements of All 17.5.

1725. A horough understanding of community college listal matters, the ability to raise cutside binding, and a skill in hudget development and financial man-

agences.

Recognition of the important contributions of all employees.

Understanding of the planning process and the need to involve all college.

constituencies.

Commitment to collaborative, collective bargaining in the academic setting.

The ability to work effectively with the Board of Trustees and an understanding of the roles of the Board and the Superintendent/President.

Commitment to non-discrimination and affirmative action.

Recruitment and retention of under-represented students and stail.

PERSONAL CHARACTERISTICS

(1) A personality that is open, trusting, imaginative, and collegial (2) Stamina and enthusiasm for hard work (3) Personal, visionary leadership (4) a sense of humor, (5) concern for people. THE APPLICATION PROCESS

THE APPLICATION PROCESS

A letter of application responding to the selected qualifications as listed in this announcement. This includes education and background, position profile and personal characteristics, current résumé, the names, addresses and telephone numbers of six to eight references to include supervisors (current or furmer), subordinates, faculty members, and colleagues.

Nominations and applications will be received until the position is filled. Because the Presidential Search Committee will begin screening candidates in mid-june, 1992, the submission of applications is encouraged prior to that date Nominations, applications, and expressions of interest should be submitted to: Dr. John D. Randall, Presidential Search Committee, 5055 Santa Teresa Boulevard, Gilroy, California 95020-9599.

The applications will be reviewed by a screening committee representing the constituencies of the District. The committee will select candidates to be interviewed and after the interviews will recommend finalists to the Board of Trustees. The Board of Trustees will interview the finalists and make a selection sometime in July, 1992.

Gavilan College does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap or disabled veteran status in the provision of educational services and programs, or in the employment process, pursuant to Federal and State statutes and regulations perialning to unlawful discrimination. For information, contact: Dr. John D. Randall, 229 Calle dei Verano, Palm Desert, California 92260; 619-568-0136.

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End Paper



Making Ordinary People Important

OT LONG AGO I found a letter in my mailbox postmarked El Paso, Texas. The letter was written in pencil on school notebook paper and had many grammatical errors. "Dear Mr. Delano," it began, "I am fourteen years old and when I grow up I want to be a photographer like you. . . . " (Well, I decided right there, this letter I must answer.) The boy went on to explain, in two long pages, that he came from a poor family; his mother worked in a shirt factory; that he had started taking pictures but his camera was stolen, and he was saving up for another one; that he had found some Farm Security Administration pictures in books at the library while writing a school paper on the Great Depression; and that he was asking for my autograph because he liked the pictures so much.

I am generally a poor correspondent but such flattery was irresistible. I sent him a signed print and a letter with several questions. One of them was, "What is it you like about FSA pictures?"

His next letter was euphoric. He was making a cherry-wood frame for

the picture to leave to his children and grandchildren. His thanks were effusive, and in answer to my question he wrote, "I like the pictures because they make ordinary people important."

To enrich the human spirit in some measure seems to me to be the

"Contrasts: 40 Years of Change and Continuity in Puerto Rico. Photographs by Jack Delano," will be at the Museum of Art at Housatonic Community College, Bridgeport, Conn., through May 31. It then will travel to the Puerto Rican Cultural Society of Dayton (June 20-July 19) and to other sites through 1993. The exhibition of 100 photographs was organized by the Smithsonian Institution Traveling Exhibition Security 1993. tion Service from Mr. Delano's collection.

The text above by Mr. Delano is excerpted from Puerto Rico Mio, published by the Smithsonian Institution Press.

Government & Politics

FROM 'PUBLIC GOOD' TO 'PRIVATE GAIN'

The Alabama Legislature

found an unambiguous way to thow that it supports the Student Government Association n Auburn University, which is trying to deny recognition to a gay-students group: The

egislature passed a law to bar groups that support homosexuality

from meeting on public-college

spected to sign the bill. Faculty members and students

measure "stupid" and

Gov. Guy Hunt, a Republican, is

affiliated with the Auburn Gay and

Leshian Association called the

unconstitutional. They said they

would challenge it in federal court.

"We felt that groups such as that

said Mr. Sefton, a junior. The student

should not be allowed to meet on

campus" or receive public funds.

government denied the group a

The bill would prohibit state

charter in November 1991, but the

university administration overruled and recognized the gay group.

colleges from spending public funds

or indirectly to sanction, recognize, or support any group that promotes

a lifestyle or actions prohibited by

the sodomy and sexual-misconduct

prohibition is not meant as "a prior restraint" on free speech, or to uply to groups "whose activities are baited solely to the political

advocacy of a change" in sodomy or

The bill was passed amid much

gultural voices when casting their

feminate voice as he jokingly urged

eccording to observers of the debate.

"I think it's demonstrative of the

ised that the House and Senute are

excruciatingly homophobic," said Seven A. Migalski, co-president of

polessor of psychology and faculty

wish the Alabama Legislature would

lum to desperate problems facing

the state instead of scoring political

Indicized by Governor Hunt and

other state officials for reversing the

student-government's decision, the

Auburn Board of Trustees has asked

The trustees asked the court for a

declaratory judgment on whether the

my students' rights of free speech

and assembly "entitle them to accognition on the same basis as

Recognized at Auburn University."

Meanwhile, the group's charter

l federal judge to determine what

rights the group does have.

other atudent organizations

cmains intact.

dviser to the group: "I certainly

ht gay-students group and a

^{rond}-year doctoral student.

Added Barry Burkhart, a

points by agitating bias."

The situation has also

prompted another legal

cularity in the State Senate.

Several Senators adopted deep

voles, and another used an

is colleagues to vote No.

The bill also says that the

sexual-misconduct laws.

aws" of the state.

or using public facilities "directly

Auburn's student-government resident, Pat Sefton, said he was

College Officials and Policy Experts Ponder Implications of 'Privatizing' State Colleges



Lois B. DeFleur, president of SUNY at Binghamton: "We're a public university. We want to be partners with our region and our state."

Many educators and public-policy experts believe the fiscal problems of the states are leading to the "privatizing" of public higher education—they just aren't sure what such "privatizing"

Some say it results from the fact that many states no longer provide the levels of financial support for institutions that they did in the past, leaving public colleges with greater responsibility for meeting their budgets with donations. money-making enterprises, and tuition.

Others see privatization taking place when financial aid does not increase as fast as tuition. That can drive some needy students away from public colleges, leaving behind a wealthier student body that is more akin to that found at expensive private colleges.

Search for More Autonomy

Still others cite as evidence of the trend the move by college officials in states like Florida, Illinois, Maryland, and North Carolina to obtain more autonomy from their state governments and legislatures.

Other signs of privatization are the Continued on Following Page

College Officials Urge Congress to Adopt New Pell Grant Formula

By THOMAS J. DcLOUGHRY

College lobbyists are urging Congress to ndopt a new Pell Grant formula that promises more help to students facing higher tuition, but could cause some at lower-cost colleges to get smaller grants.

Officials representing public and private colleges, who worked out the compromise formula, hope Congress will incorporate it in final legislation to reauthorize the Higher Education Act. Lawmakers from the Senate and the House of Representatives are expected to meet this month to craft a final bill from separate measures that have been approved in each chamber.

The college representatives also are proposing changes in the "needs-analysis" system that the government uses to identify who qualifies for grants, student loans, work-study, and other programs. They want Congress to delay the changes until fiscal 1994 to give aid officers time to adjust to them. Such a delay would also avoid adding many new students to the aid programs in 1993, when resources are expected to be scarce.

"Taken Very Seriously"

It was unclear last week whether lawmakers would accept the proposals. Congressional aides said they were analyzing them to determine their effects on different types of students and their cost to the government.

"I think it will certainly be a recommendation that's taken very seriously because it does represent a consensus of people

other," suid Thomas R. Wolnnin, staff director of the House Subcommittee on Postsecondary Education.

The officials of higher-education associations who developed the compromise wanted a formula that would provide enough money to pay living expenses for students at the lowest-cost institutions and, at the same time, provide additional money to students at higher-priced institu-

The officials held similar talks last year that produced an expensive formula that members of the House and Senate approved as parts of their respective reauthorization bills. But, as it became clear that Congress would have little money to add to the Pell Grant program in 1993, some private-college officials charged that the formula would not go far enough in helping students pay higher tuition.

The formula in the Senate reauthorizalled for \$2,300 plus one-quarter of tuition up to \$1,300. But the bill said that the amount for tuition would be reduced if

"Low-income students would

have a higher percentage

of their need met

regardless of where

they go to school or

how much it costs."

Congress could not afford a grant of \$3,600. That would mean a basic grant of \$2,300 plus \$100 for tuition at the current \$2,400-level for Pell Grants, which privatecollege officials said was too little for tu-

The House legislation called for a grant of \$2,750 plus one-quarter of tuition up to \$1,750. But the bill said nothing about how to structure the grants if the government could not afford \$4,500.

More 'Tuition Sensitivity'

The compromise, developed during weeks of meetings, seeks to add more "tuition sensitivity" to the formula while not keeping low-income students from being able to afford community colleges and lower-cost, four-year colleges.

A key to the deal was an agreement that grants for students who live with their parents should be smaller than those for students who live at college. Students who are financially independent of their parents would be entitled to the larger grants no matter where they lived.

The rationale, according to officials, was that students who live at home would presumably have smaller expenses than those renting a dormitory room or apartment. Current law treats the two groups separately, but the reauthorization bills would eliminate the disparity.

The compromise calls for a maximum grant for those who live at college of \$3,120, which would be the sum of \$2,400, plus 35 per cent of tuition up to \$720. The

Continued on Page A29

Continued From Preceding Page moves by some states to recruit private colleges to meet some educational needs of a region or type of student. Illinois, for example, has Bradley University provide state-subsidized courses in Peoria, while

Florida may pay private colleges to accept

graduates of public community colleges. College leaders offer varying reasons for the privatization. Lattic F. Coor, president of Arizona State University, says public higher education used to be seen "as a public good" but now is regarded as "a private gain" for which students should be more financially responsible.

David W. Breneman, the former president of Kalamazoo College who now teaches at the Harvard University Graduate School of Education, says the nation has reached "the end of the whole post-World War II era of expansion." Public higher education cannot-and probably should not-compete against other more pressing demands for state funds, he says. "It seems to me there is ample evidence that the public isn't willing to tax itself for this purpose," Mr. Breneman says. In many states, public libraries, recreation programs, and the arts face a similar fate.

'State-Aided' or 'State-Assisted'

Several public-college officials have even started describing their institutions as "state-aided" or "state-assisted," to emphasize what they see as a changing relationship with their states.

And even as public-college leaders struggle to understand what privatization is and why it is taking place, many are also



Lattle F. Coor of Arizona State: Public higher education, once seen as "a public good," now is seen as "a private gain," for which students must be responsible

beginning to see its effects on their campuses.

Lois B. DeFleur is one such college president. Her institution, the State University of New York at Binghamton, is in a region hurt by layoffs in the defense and computer industries. Community leaders have asked her to open the university's career-counseling center to the displaced workers. But the center itself is shortstaffed because of state budget cuts. "Our students wait in line. Can we afford to serve yet another audience?" Ms. DeFleur asks. Budget cuts have also forced the institution to drop two undergraduate engineering programs that were popular with many older students who live nearby.

Ms. DeFleur says she finds such decisions painful. "We're a public university. We want to be partners with our region and our state." she says. But she adds, "If you get less and less from the state," it's harder to meet those demands.

Ten years ago, Binghamton got 75 per

cent of its budget from the state; next year the state of Michigan." But the state share will be 54 per cent. Growth in the institution's are state of Michigan." But in the institution's overall budget is part of the reason the percentage for 1002 co. the reason the percentage for 1992-93 is general and the title university." much smaller, but cuts in state financing that constitutes a public university." in public university policy that might and the doubling of tuition charges have refet for debate is the rule that at least been significant factors. The cent of the students be Michigan

Government & Politics

Like many public-college president Ms. DeFleur says she fears tuition hits. Seals. The rule has been attached to body. Now about 46 per cent are first-gentlessity since the late 1980's. eration college students-far more is says, thun at nearby private institutions

Growing Reliance on Tuition

tunsuccessfully to eliminate the 70-Public-college presidents elsewhereald forent rule, Mr. Kennedy says the reare alarmed about the growing reliance to grant are committed to abiding by it for tuition, particularly in Virginia. Ten four 12.8 But as money becomes tighter and year institutions in Virginia expect the rimone from out-of-state tuitions apstate to cover less than half of their budget a more tantalizing. "You do have to next year. In 1988 the state share for all of a state how long you can maintain that." Virginia's public, four-year institution, y. Kennedy is quick to note, however, instruction costs was over 66 per cent. 100 amount of tuition or fund raising

The growing dependence on tuiton is Lateplace essential state support for "an being duplicated nationwide. In 1960, 20 cording to Jay Stampen and W. Lee Harsen of the University of Wisconsinal Must ison, tuition and fees accounted for about 17.7 per cent of the costs of instructional academic support at public colleges notionally. By 1990, the proportion had now a whate how much money their instituto 24.8 per cent.

At SUNY, Ms. DeFleur says her institut and savings were significant. tion has responded to the higher tuition 1 1 Some members of the Overlap Group and state cuts by pushing harder for professed other members of "cheating" unvate gifts, particularly for student aid. But to the group's rules to attract the best Ms. De Fleur adds that relying on private whents—and particularly athletes. donors can have a price, particularly if the Justice Department documents donors have their own priorities. "They have filed with a Federal District Court in don't control you, but it doesn't always Italelphia. It is expected to hear the deblend," she says.

Also, donors to public colleges often to not want their money used for basics. "My league institutions with vioexperience," says Shirley Bird Pen, Iningantimus law through participating in vice-president for development and in the Grenap Group. While all of the colversity relations at the University of Teta kes have denied wrongdoing, the eight at Austin, "is that donors to public inside tions continue to give for excellence and enhancement purposes," such as faculty Under the decree, the colleges agreed to endowments and art collections.

Possible Change in Mission

As a public institution, she says, "you do not raise money for lights and electro ity and basic English instruction."

public-college tuition, says the privaint the department was misapplying tion mood has not hit Texas, and consequently she has not seen any shift in all ; tudes among public-college leaders about tudes among public-college leaders their relationship with the state. But the laws were designed to prevent where college leaders are pondering low prevent leaders are prevent leaders their state-oriented mission might change their state-oriented mission might change their state-oriented mission might change the state of the state if they depended less on the state.

"There are undergraduate program access and advancing social that are very expensive and frequently low that are very expensive and the low that are v volume," notes David J. Belly, specified its own brief with the court, Minnesota system. Agricultural programs, Minnesota system. Agricultural programs, It. Bowen: that the Overlap arrangefor example, are politically popular many Midwest states, but costly. If a state was to provide only 20 per cent of the instrust was to provide only 20 per cent of the instruction of the colleges in the col was to provide only 20 per cent of the wast apply to the colleges intuition's budget rather than 40 per cent of the the third, MIT also has hired an economist to tution's budget rather than 40 per cent.

50 per cent, should the college keep the low-volume program? In fact the University when costs. That economist is exlow-volume program? In fact the University of Minnesota did decide to close its agrity of Minnesota did decide to close its agrity of Minnesota did decide to close its agrity that Overlap participation culture-oriented Waseca campus. Mr. The denartment of the dena

Berg says costs drove the decision.

The University of Michigan is relying less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the department's brief in the case, how-less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to. In 1981-12 in the less on the state than it used to be a state the university got \$151-million from the university got \$151-million from student union state and \$114-million from student union and fees. In 1990-91, the state's share was and fees. In 1990-91, the state's share was \$270-million, the students' \$294-million. Tuition doubled in that period.

"I don't think there has been any per ceptible change in how we do business coptible change in how we do business around here," says Richard L. Kennedy, around here, says Richard L. Kennedy, around here, government affairs vice-president for government affairs when the more than one Overlap institution

Mr. Coor of Arizona State says the level of state support does often influence the institution's focus. At the University of Vermont, where he used to be president. the institution received less than 15 per cent of its budget from the state; at ASU state funds cover about 53 per cent.

"It's a question of emphasis and ownership," says Mr. Coor, comparing the two institutions. "ASU has a much deeper and fuller set of programs for the state in which we live. We have a much closer tie to the K-12 and community-college systems, and more-substantial investments in publicpolicy research."

For Mr. Coor, the trend of declining state support is of particular concern, because he believes that low tuition remains the best way to advance educational opportunity. He credits the low tuition in his state--\$1,600-for the high proportion of minority students enrolled. At ASU, 26 per cent of the freshmen are minority students.

But people like Mr. Breneman, an advocate of the high-tuition-high-aid model for the financing of public higher education. say college leaders would be better off recognizing that privatization is here to stay. and begin shifting their emphasis to lobbying for financial aid. He says states will continue to rely on higher tuitions to support public colleges because it makes sense. For other programs, such as indigent health care, "it's less clear there's a

reasonable alternative."

Guaranteed Annual Appropriation

Edward T. Lewis, president of St. Mary's College of Maryland, says that was precisely the concern that prompted him to seek "autonomy" for his institution. This year St. Mary's won approval from the General Assembly to operate more freely from state budgeting and accounting procedures. The institution has been guaranteed its annual appropriation in a single grant that is supposed to increase annually according to a set index.

The St. Mary's proposal goes farther than those approved for public colleges in

Florida and North Carolina, or proposed in Illinois, because the law also allows the institution to control its own tuition. College officials say they expect to double their tuition, to \$5,000 in five years, and also to double institutional spending on financial aid to as much as \$1.6-million.

As an institution espousing a high-tuition-high aid philosophy, and a public college operating autonomously, St. Mary's will become, in effect, an example of the "privatized" public institution—although Mr. Lewis flinches at the description.

"We're certainly still a state institution." he insists. Although the liberal-arts college does not emphasize state-oriented research, Mr. Lewis says one way it will preserve its "public" character is to keep the diversity of the student body.

As long as the college carries out that promise and is successful, he says politicians won't abandon it. "When you have a record of achievement, they want to support you." They don't say 'you're doing

Sustice Dept. Documents Provide New Information About 'Overlap' Activities

23"saved" by participating in the asso-

copise that is this big and this vast."

Although university officials have

Adment's case against MIT next month. The department last year charged MIT and y institutions agreed to a consent decree ish the department to resolve the case. in Overlap.

Many college officials, citing the case Full MIT, declined to comment on the sice Department's interpretation. But Tim G. Bowen, the former president of instinuousity and the current presi-Ms. Perry, whose state still boasts for

Mancing Social Values'

tsetoneed-based aid has had the purpose "There are undergraduate programs disproving access and advancing social

hedepartment's brief in the case, how-

from being able to make a choice based on price to go to one or another college. A major point in the brief is that the Overlap meetings were designed to keep financialaid packages at the same level, not to find the correct award.

The brief quotes participants in Overlap meetings as saying that the average amount of time for working out the differences between two colleges' aid calculations of a family's ability to pay for college was about two or three minutes. The brief, citing documents from the Overlap discussions, also says that it was common for the colleges to just "meet in the middle" of the two estimates of family contribution.

The Justice Department also charges that Overlap participants knew that the

footnote says: "In its effort to characterize Overlap as a nefarious undertaking, the [antitrust] division emphasizes instances of aid officers 'meeting in the middle.' To the contrary, the practice is a fitting illustration of Overlap's revenue-neutrality. If Overlap had been intended to enhance revenues, schools would have gravitated toward lower need assessments."

Thane D. Scott, MIT's lawyer, said that the Justice Department's references to colleges' saving money were "one half of a very complex picture." Said Mr. Scott: "The question that needs to be asked is what was done with the money that was saved. The answer to that question is that those savings were spent by these schools in additional financial aid. To present that

ticularly the Provost (James Rosse, an economist who specializes in antitrust matters), continues to be troubled by the possible analogy of Overlap (pre-notification price-fixing, as it were), and restraint of trade. Accordingly and despite our arguments to the contrary, we doubt very much that Stanford would entertain an invitation from the lvy Group in the near term for anything like full-scale Overlap."

'Many Schools Interact'

Mr. Scott acknowledged that MIT and the Ivy League institutions had held discussions with Stanford on the aid process, but he declined to say whether Stanford had been invited to join Overlap. "Many schools interact with professional colleagues on the subject of need analysis. It's no surprise that they interacted with Stanford on this matter," Mr. Scott said.

Mr. Rosse, who has since left Stanford and is now president of a newspaper chain in California, said in an interview last week that he did remember Overlap asking Stanford to consider joining and that he did turn down the offer because he was "worried" about whether Overlap was legal.

The Justice Department briefs also say that additional evidence that the Overlap group was a cartel can be found in university documents that indicate that "cheating" on Overlap rules was met with "vigorous complaints" from other Overlap members.

For example, the brief includes a copy of a handwritten letter sent from one Dartmouth College official to another, complaining about Harvard's decision to change an aid award for a star soccer player without letting Dartmouth know about the change. The letter says that, twice in a week, Harvard reduced someone's family contribution without telling Dartmouth.

"Either we have an agreement we all stick to or we do not have any agreement! I'm tired of being taken advantage of," the

The brief also notes that a "miscalculation" by Princeton of the aid to be awarded to a star swimmer "became a major incident" discussed by lvy League presidents.

In addition, the brief notes that many Ivy League officials were furious when Princeton in 1987 started a program to offer \$1,000 in research funds to selected incoming freshmen. Princeton denied that the program, which was abandoned after three years, was a merit scholarship, but other Ivy administrators disagreed. One called the Princeton claim "sophistry." ■

STATES NOTES

■ 18 college presidents weigh plea bargains in contributions case

■ CUNY moves to strengthen academic preparation of its students

Eighteen Ohio college presidents have been offered plea bargains in connection with criminal investigations into their roles in making illegal campaign contributions through the Ohio Technical and Community College Association.

Franklin County prosecutors confirmed that they had met with 18 presidents and advised them that they could face felony and misdemeanor charges, including theft in office, tampering with records, and violation of election laws. Plea bargains were discussed in the

According to several state and federal investigations, the association collected funds from some or all of its 24 member colleges and then funneled the money to influential state legislators as campaign donations. Separate investigations of the association's president also are under way.

Richard Whitehouse, head of the economic-crime unit of the prosecutor's office, said 16 of the 18 presidents had been offered the chance to plead guilty to the least severe of the potential charges and enter the county's pre-trial diversion program. He said he could not identify the 18 presidents, or indicate how many had accepted the plea bar-

The diversion program, commonly offered to first-time, non-violent offenders, is similar to probation and generally lasts one year. It would allow the presidents to have the guilty pleas expunged from their records if they fulfilled the program requirements and avoided other brushes with the law.

Two of the presidents were not offered the diversion option, Mr. Whitehouse said, because prosecutors believed their involvement was more substantial than the others'.

Mr. Whitehouse said he expected that the status of the charges against all presidents would become clearer later this month, when prosecutors expect the guilty pleas to be entered. At the same time, prosecutors plan to convene a grand jury and will seek indictments against those presidents who have not ulready pleaded guilty.

The City University of New York has adopted rules to insure that all students take college-preparatory courses—even if the students have to take those courses after they're

enrolled in college. The new rules, adopted by the CUNY Board of Trustees last month, establish a model high-school curriculum of 16

courses that all CUNY students would be encouraged to have completed before entering college. The curriculum includes courses in mathematics, English, science, social studies, foreign languages, and the arts.

The rules are similar to minimum entrance requirements used by other public institutions and states. But to forestall criticism that it was ending the system's long-held tradition of open admissions, CUNY's new rules allow students to fulfill the requirement after they have enrolled, but before they

"It was never a question that this would in any way alter open admissions," said Ronald M. Berkman, dean for urban affairs. He said CUNY officials hoped that most students would meet the requirements while in high school. Today, more than half of New York City's high-school graduates have not taken the recommended 16 courses. CUNY draws most of its students from the city school system.

The minimum course requirements were developed in a two-year cooperative effort by faculty members and administrators from CUNY and the publicschool system. The requirements will be phased in between 1993 and 2000.

-GOLDIE BLUMENSTYK

money that was saved. The answer to that question is that those savings were spent by these schools in additional financial aid."

"The question that needs to be asked is what was done with the

practice of "meeting in the middle" was questionable. It quotes a 1988 Harvard document as saying to financial-aid negotiators for Overlap meetings: "Don't just say 'met Brown 1/2 way'-say more specific reason for change."

And it quotes a Harvard financial-aid official, after a May 1989 article in The Wall Street Journal raised questions about the Overlap Group's activities, as writing: "If we decided to continue with the Overlap process but stick to our guns about what contribution feels right for each family (instead of trying so hard to 'meet in the middle'), we would probably spend about

\$250,000" more on student aid. The same article in The Wall Street Journal, according to the Justice Department, prompted Yale's general counsel to discuss "legal concerns" about Overlap with lawyers from other Ivy institutions.

The brief also cites the \$250,000 figure as evidence that Overlap participation had the effect of saving colleges money.

William R. Fitzsimmons, dean of admissions and financial aid at Harvard, said that university lawyers had decided that no one from the university should comment on the Justice Department brief. Yale's general counsel, Dorothy K. Robinson, said she could not comment except to dis-

agree with the department's brief. A footnote to MIT's brief takes issue with the Justice Department analysis. The

process as one intended to reduce financial aid is inaccurate and unfair."

The Justice Department also argues in its brief that comparisons between Overlap institutions and Stanford, and an alleged attempt to recruit Stanford to Overlap, demonstrate that Overlap was illegal and hurt students. The brief argues that the information on Stanford is significant because Stanford and the Overlap members recruit similarly talented students, but that Stanford-staying out of Overlap meetings but also awarding need-based aid-tended to expect families to contribute less money for their children's education.

Comparison With Stanford

The Justice Department says, for example, that a study on students who were admitted to Stanford and MIT in 1988 found that of the 59 students who enrolled at MIT, the mean family contribution determined by MIT using the Overlap process was \$713 righer than Stanford's. Of the 140 students who enrolled at Stanford, the average family contribution expected by MIT was \$3,423 higher than Stanford's.

In 1986, the brief says, Overlap members asked Stanford to join their group. The brief says the request "underscores the Overlap members' anticompetitive purposes." According to a report prepared for the Overlap Group and cited in the Justice Department brief, "Stanford, and par-



Government & Political

House and Senate Vote to Eliminate \$90-Million in College Earmarks

By JACK GOODMAN

WASHINGTON The House of Representatives and the Senate both voted last week to climinate more than \$90million in earmarks for college projects in fiscal 1992 spending bills. The money, which has already been approved by Congress and signed into law by the President, is for projects that were not subject to merit reviews.

Both sets of proposed rescissions are part of larger bills that tive and the B-2 bomber programs. would cut several billions of dollars in approved spending. The Senate version also would cut portions of the budgets of the National Institutes Health and the National Science Foundation which are financing merit-reviewed projects, but which some Senators argue are wasteful. The House version would make some small, acrossthe-board cuts in education and health-research programs.

Still Would Be a Record

Members of the Senate and the House will now meet to resolve differences between their bills. If the eventual rescission package is approved by the President, the total amount of money carmarked by Congress for specific university projects will be reduced by about 13.6 per cent, from \$684-million to \$591-million. The new figure would still be a record and represent an tal \$90.9-million. The bills also prothe fiscal 1991 amount.

responses to rescission proposals made by the President over the grant universities. past two months in which he has

of institutions, evaluates colleges'

records in recruiting minority stu-

The absence of debate was sur-

prising because members of the

panel and the official they advise,

Secretary of Education Lamar Al-

exander, had previously criticized

dents and faculty members.

many call "nork" from the fiscal 1992 budget.

Although both bills cut deeper into the current budget than the President has recommended, they contain only a few dozen of his specific requests. Instead, the approprintions committees replaced the President's political agenda with its own, restoring, most significantly, the Seawolf submarine program. The Senate bill also makes cuts to the Strategic Defense Initia-As a result, the White House has said it will veto the bill. It does not appear that the Senate, which passed its bill by a vote of 61 to 38. would have the votes necessary for

16 Projects Affected

Sen. Robert C. Byrd, a Democrat from West Virginia and chairman of the Senate Appropriations Committee, strongly criticized the Administration's rescission proposals and said the President was 'playing petty partisan politics and pandering to the American peowould have a significant effect on the federal deficit.

The two bills propose identical rescissions of 16 large appropriations for university research and facilities from the Department of Defense's budget. The projects topose cutting several smaller appropriations from the Agriculture De-The Senate and House bills are partment's budget, most of which would finance research at land-

plc," by suggesting that such cuts Sen. Robert Byrd of West Virginia: The Bush Administration's recision proposals smack of "petty partisan politics."

\$29-million grant from the Depart- them in the fiscal 1992 budget. ment of Defense to construct a lose \$10-million grants as well.

If the rescissions are enacted to earmark dollars for them— didn't hear any of these items men-

severely affected. It received a more than \$65-million reserved for

The Senate bill also would cut 34 Louisiana State University, the tered by the National Institute of Fear." "For \$94,000 I cantell jot anion services, Science & Govhigh-technology research center, research grants, three adminis-University of Minnesota, and Dental Research, which is part of Marywood College would each the National Institutes of Health, and the rest by the National Sci-Universities in West Virginia— ence Foundation. Mr. Byrd identiwhich have benefited tremendous- fled them as "examples of execuly from Senator Byrd's own efforts tive waste," adding that "you challenged Congress to cut what Boston University would be most would lose only \$750,000 of the tioned by the President." The cuts

showed a genuine most of denish the meeting dealt with a study of edge about the science of denish of colleges and universi-

not cut SDI or the B-2 program and

NSF brought criticism from official of the agencies and from high- column of the agencies and from high- column of the agencies and from high- column official column of the agencies and from high- column official column of the agencies and from high- column official column of the agencies and from high- column official column of the agencies and from high- column official column of the agencies and from high- column of the agencies and from higheducation officials, who roled it. Granted From Page A25 all of the grants had been mid through peer-review competition Common the same student livand therefore were qualitative epideme would be \$2,520, which different from Constitution of the derived from a basic different from Congressional to 1.341 be derived from a basic marks. tion up to \$720.

A Form of 'Tit for Tat'

Association officials, acknowl-"It's just old-fashioned, golds, stips that Congress may not seen until intelligence to the second money for "It's just old-fashioned, golds:
fleece, anti-intellectual demages, ery," said Robert M. Rosenzweg the president of the Association!

American Universities of the Set ate's cuts of the 34 grants. "The easiest way to get laughs is to get out project names. But the factual something sounds laughable to the set of the set of the set out project names. But the factual something sounds laughable to the set of the set of the set out of the set something sounds laughable 11.00 plus up to \$600 for tuition. doesn't mean it's unimportant."

Joel Widder, the director of kg islative affairs for the NSF, said k was surprised that Congress is "gotten down to that level of & tail," and concluded that the Seaate was engaged in a form of 'm for tat," by "saying to the Wer House, we'll show you thing that we think are silly." The Nation. Institute for Dental Research released a statement which said the threatened projects were of "hip Afederal judge last week orscientific merit" and that the find the President's Council scientific merit" and that they "have both theoretical and pract cal significance."

Inhology to open to the pub-ic a portion of a meeting that at least five minutes railing against bid previously been scheduled a \$94,000 grant from the denial-re The case was brought by the Bu-Gothenberg in Sweden to study the rate of National Affairs, a publishsearch institute to the University of "Etiology and Treatment of Dead of a variety of reports and inforwhy people fear dentists," he sail amment Report, and the magnizine "I can tell you for a nicke, for U.S. District Judge Thomas R. penny, for nothing at all. Because Hogan said in his decision that the of the pain! It hurts to go to be ound had violated federal open-

'Genuine Lack of Knowledge'

Phillip S. Weintraub, a spoke to the white improperly on an exman for the American Dental ASS to talk privately about personnel cintion, said Mr. Byrd's comment to the privately about personnel showed a "genuine lack of knowledge."

dentist. Any child knows that."

is. The judge said that decisions During the course of floor debate; on the Senate bill some senator bring which staff members would suggested that the Appropriation bearenate. to save no money at all."

The House plan, which would not cut sol or the 8-2 program and Bunkers are urging the Secuand Institutional Eligibility said they had received no complaints from institutions about how the standards were being applied.

Recognition Renewed

In the Middle States case, several institutions that had been threatening institutions that had been threatened with the loss of accreditation

In the Middle States case, several institutions that had been threatened with the loss of accreditation

In the Middle States case, several institutions that had been threatened with the loss of accreditation

In the Middle States case, several institutions that had been threatened with the loss of accreditation

In the Middle States case, several institutions about how the college is going to be judged," said Mr. Fryshman, the executive vice president of the case institutions about how the standards were being applied.

Mr. Petersen, who said the furor over Middle States seemed "absolutely" political, said politics might also account for the change in climate last week. "Maybe that issue was perceived as more politically useful at that time than now," he said. Panel members denied that politics had played a part in their executive vice president of the change in climate and Exchange Commission that would alked and Exchange Commission that would alked into block the expansion of a lutely" political, said politics might also account for the change in climate last week. "Maybe that issue was perceived as more politically useful at that time than now," he said. Panel members denied that politics had played a part in their entered with full provision that would alked into block the expansion of a lutely" political, said politics might also account for the change in climate last week. "Maybe that issue was perceived as more politically useful at that time than now," he said. Panel members denied that politics had politics might also account for the change in climates are urging the Seculation was passed overwhelmingly with and Exchange Commission that would alked the provision that would alked the provision that would alked th leges and Schools. They suggested that the standards forced colleges to use racial quotas.

But the panel raised no such objections over the agency reviewed places over the agency reviewed of jections over the agency reviewed of jections over the agency reviewed of the standards forced colleges that the open leges and Schools. They suggested the standards forced colleges that the loss of accreditation over the diversity standards had complained about the agency when jections over the agency reviewed of jections over the diversity standards had over the diversity stand

to use racial quotas.

But the panel raised no such objections over the agency reviewed last week—the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges. The agency accredits about 150 two-year colleges in California, Hawaii, and the Pacific Islands.

Federal recognition, which is renewed periodically, is important because only colleges that are ac-increased in the colleges hat are ac-increased in the colleges in the colleges in the colleges hat are ac-increased in the colleges in the colleges in the colleges in the college in the college is recognition.

Satist case or last week, almough some said others might have taken it that way.

Although members of Middle States' officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had said their diversity policy way.

Although members of Middle States officials had suddent cannot reception of all delay of the colleges in the two colleges for late way.

Although members of Middle States officials had suddent events of cerent days have made a lot of us worry a lot more about from Colleges and other city is sues.

The consumer Bankers Association of all delay of the colleges of to 55.

compromise the best deal possible well as paying for tuition and other under current budget conditions. college bills.

"We're not left with a lot of options in terms of increasing equity and access," said Frank Mensel, vice-president of federal relations for the American Association of

Community and Junior Colleges.

He admitted that he was uncom-

fortable with the idea of providing

lower grants to students who live at

home. He said that most students

receiving Pell Grants are from fam-

ilies earning less than \$15,000, and

many of those who live at home are

That leaves other lenders with the

riskier loans and could discourage

them from participating in student-

Hal F. Higginbotham, the Col-

lege Board's vice-president for stu-

dent assistance services, said that

the fears of the bankers were

A federal judge ruled last week that the Education Depart-

ment had acted improperly in

eliminating two institutions

from federal student-loan pro-

The ruling could give colleges

of their former students have de-

faulted on loans in each of three

Most institutions affected by the

law have been trade schools, but

more non-profit colleges could face

elimination in the future when the

U.S. District Court for the District

of Columbia ordered that two trade

schools be reinstated to the loan

programs pending the depart-

ment's review of their appeals. The

two schools were the Atlanta Col-

lege of Medical and Dental Careers

The trade schools argued that

the government had erred in calcu-

and the Louisville College of Medi-

cal and Dental Careers.

Judge Louis F. Oberdorfer of the

cutoff rate falls to 30 per cent.

consecutive years.

---SCOTT JASCHIK

loan programs, the letter said.

"completely unfounded."

WASHINGTON UPDATE

■ Court orders science board to open meeting

Bankers protest expansion of loan program

■ Judge rules in Education Dept. default case

d Advisors on Science and

neting laws in planning to close a

polonof a meeting held last week

The meeting dealt with a study of

Achieving a Compromise

director for education finance at the National Association of Independent Colleges and Universities. agreed that the degree of tuition sensitivity was not great. Thirtyfive per cent of tuition up to \$720 the college officials called the helping to pay family expenses as would mean that grants would then level off, she noted.

"Nobody is expecting to see

Easier to Understand

Edward M. Elmendorf, vicepresident for governmental relations at the American Association of State Colleges and Universities, said the compromise was valuable because it would keep the various associations from bombarding lawdistributing Pell Grants.

tending that it would be easier to understand and more equitable than the current three-part Pell Grant formula that provides some students with more aid proportionate to their need than it provides to their needier peers. Under the and trade schools a better chance compromise, he said, "low-income of winning appeals when they are students would have a higher perthreatened with being dropped centage of their need met regardfrom loan programs under a 1990 less of where they go to school or budget law. That law terminates institutions if more than 35 per cent

Barmak Nassirian, assistant diwould receive less than he or she the formula would remove that indoes now if Congress provided the equity maximum grant of \$3,120 for resi-

But Mr. Mensel suggested that other types of colleges also had to bend to achieve the compromise. He noted that the tuition component of the formula—35 per cent of tuition up to \$720 for a grant of \$3,120-was "a far cry" from what private-college officials wanted.

Linda K. Berkshire, executive grow up to a tuition of \$2,057 and

hordes of students cross the border into new types of institutions," Ms. Berkshire said. But she added that getting lawmakers to think of the Pell Grant as the sum of living expenses plus a portion of tuition would benefit private colleges when more money is available.

makers with conflicting plans for

"It's good policy," he said, conhow much it costs."

dential students and \$2,520 for agreed to for the complex needsanalysis system were designed to balance Congress's interest in adthough, that some students would mitting more middle-income students to the aid programs with concerns that such expansion could keep the needlest from getting the

larger grants. One effect of postponing such changes until 1994 could be that the cost of aiding more middle-income students would come due when the government might be better able to

That is because a current prohibition on using Defense Department savings for domestic programs will expire in 1994.

Edward M. Elmendorf of of the American Association of State Colleges and Universities: The proposed formula is "good policy."

get less at lower levels. Removing an Inequity

Mr. Nassirian said most of those receiving less would be students who attend colleges that cost \$1,500 or less and who live at home with parents who earn \$20,000 or more. Many of those students now receive the same size grant as rector of federal relations for the needier students at their colleges. state-college group, said no one By trimming their grants, he said,

commuter students. He conceded,

The changes that the groups

Accrediting Agency Wins Federal Panel's Approval Despite 'Diversity Standards' By GOLDIE BLUMENSTYK credited by recognized agencies James H. Daughdrill, Jr., a mem- But he said other reasons might

creditation never materialized last ognition shortly after receiving the

Instead of criticism, a Department of Education panel meeting here proffered praise and a vote recommending continued federal recognition for an accrediting would be applied than did those of agency that, as part of its reviews Middle States.

and members of the National Advi-

the use of such diversity standards by another accrediting agency, the

panel's recommendation.

Members of the panel said Western's standards allowed institumining how their diversity goals

Also, the Education Department

ARLINGTON, VA. can participate in federal student- ber of the advisory panel who has account for the panel's change of A rancorous debate expected aid programs. The Secretary typi- criticized Middle States' policy, heart, "It may have to do with peoover "diversity standards" in ac- cally makes a final decision on rec- said Western's diversity policy was better. "There was no threat to academic freedom or institutional autonomy," said Mr. Daughdrill, who is president of Rhodes

tions greater autonomy in deter- College. Another panel member, Bernard Fryshman, called Western's diversity standards and its method of applying them "a model." He said

wording in the agency's accredita-

from colleges helped his agency. tutions."

suggested that the Appropriation
the temption.

Some of the 15-member panet's
most outspoken critics of the diversity standards—including Clark
University philosophy professor
Christina Hoff Sommers and Illinois newspaper publisher John
Hirschfeld—did not attend.

suggested that the Appropriation
the temption.

Committee's underlying goal are better that the council could keep closed a from the budget. "This bill is to council could keep closed a sering it was holding later in the save all spending programs," said save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, "said the council could keep closed a sering it was holding later in the save all spending programs," said the council could keep closed a sering it was holding later in the save all spending programs, said the council could keep closed a sering it was holding later in the save all spe Hirschfeld-did not attend.

'Absolutely' Political

the use of such diversity standards by another accrediting agency, the Middle States case, sever- how the college is going to be said. Panel members denied that politics had played a part in their from higher-education program at the College Re- refused to consider evidence of the Religion Department's and States and Annuity lating their default rates and had politics had played a part in their from higher-education Department's and States and Annuity lating their default rates and had politics had played a part in their from higher-education Department's and States and Annuity lating their default rates and had politics had played a part in their default rates and had politics had played a part in their default rates and had politics had played a part in their default rates and had played a part in their default rates

lo default on their loans. sider the evidence production of their loans. schools. —THOMAS J. DeLOUGHRY

FACT FILE: Detense Department Contracts to Non-Profit Organizations, Fiscal Year 1991

Johns Hipikins University: \$403,931,000 Messachulestic Institute of Teshinology: 450,182,008 Charles & Draper Labourger)

Federal Agencies Release List of Forthcoming Regulations

Federal agencies recently published lists of rules they plan to propose or complete work on in the coming months. Such lists are published twice a year as part of the government's effort to inform the public about forthcoming regulations that might affect their activities. The most recent list appeared in the April 27 issue of the Federal

Following are summaries of proposals that affect higher education:

DEPARTMENT OF AGRICULTURE

Animal research. Final rules would reshelters be kept for at least five days and be accompanied by certificates of ir source to insure that lost or stolen animals are not used for research. Expected liming: June. Contact: Joar Arnoldi, (301) 436-8323.

Audit requirements. Proposed rules would explain the Department of Agriculture's policy for auditing instituns of higher education that receive funds from the department. Expected timing: June. Contact: Larry Wilson,

(202) 720-8345. Riotechnology research. Final rules would establish non-mandatory guidelines for institutions conducting research that involves releasing into the environment organisms that have been genetically altered. Expected timing: no date set. Contact: Alvin Young, (703) 235-4419.

Black land-grant colleges. Proposed rules would establish the procedures for soliciting and evaluating proposal and awarding grants under the 1890 Institution Capacity Building Grants Program. Expected timing: May. Con-(act: Richard Hood, (202) 720-7854.

Challenge grants. Proposed rules would establish the procedures for soliciting and evaluating proposals and awarding grants under the Higher Education liming: May. Contact: Louise Ebaugh,

Food stamps. Final rules would set guidelines for determining student eligibility for the Food Stamp Program and for including or excluding federal student aid when determining eligibil-ity, Expected timing: October. Con-tact: Scott Strangelund, (703) 305-

Lobbying. Final rules would require groups or individuals to disclose the amount of money they pay lobbyists who work in the areas of contracts, grants, cooperative agreements, or loans. Expected timing: no date set. Contact: Joseph J. Daragnn, (202) 720-

DEPARTMENT OF COMMERCE

Fisheries research. Proposed rules would establish a Northern Pacific Fisheries Research Plan with a fee system to finance observers on fishing boats over certain sizes. Expected timine: May. Contact: Steven Pennoyer,

Lobbying. Final rules would prohibit recipients of federal contracts, grants, nd loans from using federal money to lobby the government in connection with a specific contract, grant, or loan and would require each recipient of federal money to disclose lobbying activities, Expected timing: no date set. Contact: Barbara Lambis, (202) 377-

Patenta. Proposed rules would allow patent applicants to file applications electronically. Expected (iming: June. Contact: V. Donales Hipes. (703) 305-

Patents. Proposed rules would clarify agency requirements for determining the eligibility of extending patent terms and for filing for extensions. Expected timing: July. Contact: Charles

E. Van Horn, (703) 305-9054. Patents. Proposed rules would modify the processing of patents to liberalize the policy on signing disclaimers. Expected timing: May. Contact: Abraham Hershkovitz, (703) 305-9285.

Petents, Proposed rules would clarify the requirements for patent drawings and expedite patent-drawing procedures. Expected timing: May. Coninct: Jeffrey V. Nasc, (703) 305-9285. Patents. Final rules would implement the International Convention for the Protection of New Varieties of Plants, which requires the registration of the

vember. Contact: H. Dieter Hoinkes

(703) 305-9300. scientific research. Proposed rules for domestic and foreign fishing would de-fine "scientific research" as discussed under the Magnuson Act, which regu lutes fishing. Expected timing: May. Contact: Marilyn Luipold, (301) 713-

Research grants. Proposed rules would permit grants to be made in some cases on a non-competitive basis to college: velopment or for construction of facili ties. Expected timing: no date set. Contact: Owen Green, (703) 697-7266.

DEPARTMENT OF EDUCATION

Age discrimination. Final rules would establish regulations on the department's investigations and enforcemen ections related to the Age Discrimina tion Act. Expected timing: May. Contact: Michael L. Williams, (202) 732-

Disciosure. Proposed rules would carry out the Student Right-to-Know and Campus Security Act, which requires colleges to report information on cam pus crime, graduation rates, and athletic programs. Expected timing: May.

Druge. Proposed rules would change regulations governing programs to pre-vent the use of illegal drugs by college students. Expected timing: May. Contact: Donald Fischer, (202) 708-

Student aid. Proposed rules would carry out provisions of the Higher Education Technical Amendments of 1991 that require a college student without a high-school diploma to show an ability to benefit from further instruction in order to be eligible for fed-May. Contact: Cheryl Leibovitz, (202)

Student aid. Proposed rules would amend the Student Assistance General Provisions regulations to clarify procedures for disciplinary hearings for institutions participating in the Student Financial Assistance Programs. Expected timing: June. Contact: Fred J.

Marinucci, (202) 401-2732. B**tudent ald. F**inal rules would govern emergency actions against colleges and universities to deny them eligibility to participate in student-nid programs and would allow for hearings before an institution is denied eligibility

Expected timing: June. Contact: Carol F. Sperry, (202) 708-4906.

Student ald. Final rules would explain the requirements colleges must meet to be eligible to participate in federal student-aid programs. Expected timina: July. Contact: Carol F. Sperry.

(202) 708-4906. Student aid. Final rules would permit applicants for foreign-language-training grants to apply for multi-year grants. Expected timing: July. Contact: Joseph Belmonte, (202) 708-7283.

Student aid. Final rules would amend the provisions of student-aid regulaions related to Selective Service requiroments and make various other changes in the general provisions of the atudent-aid regulations. Expected thming: June. Contact: Carney M. McCullough, (202) 708-7888. ough, (202) 708-7888.

Student aid. Final rules would require colleges to confirm the immigrant status of non-citizens who are applying for student aid. Expected timing: May. Contact: Claude B. Denton, (202) 708-

Student aid. Final rules would make the Program with respect to collecting overpayments mistakenly made to stu-dents. Expected timing: May. Con-tact: Harold F. McCullough, (202) 708-

Student aid. Final rules would make technical changes in campus-based federal student-aid programs. Expected timing: May, Contact: Harold F McCullough, (202) 708-4690.

Student loans. Final rules would carry out legislative and administrative changes in guaranteed student-loan programs. Expected timing: June. Contact: Pamela Moran, (202) 708-

Student loans. Proposed rules would implement provisions of the Emergency Unemployment Compensation Act of 1991. Expected timing: May. Contact: Pamela Moran, (202) 708-8242.

name of a plant variety at the time a patent is issued. Expected timing: Nowho have borrowed under the Guaran teed Student Loan Programs when their colleges or trade schools shut

Inct: Pamela Moran, (202) 708-8242. Vocational education. Final rules would carry out changes in vocational-educa tion programs required by the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990. Expected timing: May. Contact:

Sharon Jones, (202) 732-2470. cational education. Final rules would molement certain provisions of the National Literacy Act of 1991 as well as various new programs. Expected liming: May. Contact: Thomas L. Johns, (202) 732-2241.

DEPARTMENT OF HEALTH

AND HUMAN SERVICES AID8 research. Proposed rules would establish procedures for the AIDS Re-search Loan Repayment Program, in pay the education loans of people working on AIDS research at the Natíming: May. Contact: Marc Horowitz

ludits. Final rules would carry out Of-fice of Management and Budget direclives concerning standards for auditing colleges and universities that receive ederal grants. Expected timing: Seper. Contact: Edward M. Tracy,

(202) 401-2806. would make technical changes in the Minority Biomedical Research Suport Program. Expected timing: May. Contact: John J. Migliore, (301) 496

Grants. Proposed rules would make various technical changes in the construc ion-grants program of the National Institutes of Health and add new rules or recovering grants for facilities where biomedical research is no longer performed. Expected timing: May. Contact: John J. Migliore, (301) 496-

Research grants. Proposed rules would make technical changes in the department's regulations for research grants Expected timing: May. Contact: John

J. Migliore, (30) 496-4606.

Research grants. Proposed rules would make technical changes in the regulations covering grants for preventior and control projects under the Nation al Heart, Lung, and Blood Institute Expected timing: May, Contact: John J. Migliore, (301) 496-4606.

lesearch grants. Proposed rules would revise regulations governing grants for ealth-services research and grants fo health-services research centers. Ex pected (iming: July. Contact: Linda K. Demlo, (301) 227-8453.

Research grants. Final rules would alter the regulations for National Institutes of Health Center Grants, as required by the Health Research Extension Act of 1985. Expected timing: May. Contact: John J. Migliore, (301) 496-

Proposed rules would govern the new Hazardous Substances Basic Research and Training Program. Expected tim-ing: May. Contact: William A. Suk, (919) 541-0797.

Student leans. Final rules would estab-lish performance standards for mea-auring school, lender, and holder de-fault rates for the Health Education Assistance Loan Program. Expected timing: May. Contact: James W. Farrington, (301) 443-1173.

Student loans. Final rules would alter the resultations.

the regulations soverning the Health Education Assistance Loan Program. as required by the Health Professions liming: May. Contact: Stuart Weiss, (301) 443-1540.

Student loans. Final rules would alter the procedures for making default claims under the Health Education Assistance Loan Program. Expected timing: May. Contact: Michael Heningburg, (301) 443-1173. Student loans. Final rules would change

the payment schedule the department uses to pay back the loans of participants who provide health care in feder ally designated areas under the Na-tional Health Service Corps Loan Repayment Program. Expected (iming: May. Contact: Rhoda Abrams, (301)

Training grants. Proposed rules would establish a set of standing regulations that would be applicable for current pand future training-grant programs.

Expected timing: May, Contact: John J. Migliore, (301) 496-4606.

volunteers. Proposed rules would au-thorize the Secretary to accept the services of special volunteers at the National Institutes of Health. Expected timing: December. Contact: Stephen C. Benowitz, (301) 496-3592.

DEPARTMENT OF THE INTERIOR

Adult education. Proposed rules would standardize administrative procedures for the American Indian adult-educagust. Contact: (202) 208-4871. Contact: Reginald Rodriquez,

irants. Proposed rules would revise department policies that govern grants for higher education. Expected timing: June. Contact: Reginald Rodriquez, (202) 208-4871. obbying. Final rules would prohibit reents of federal contracts, grants.

and loans from using the money to lobby the executive and legislative branches of the federal government. Expected timing: no date set. Contact: Dean A. Titcomb, (202) 208-3433. Patents. Proposed rules would set forth the department's policy for an inventor's patent rights when an invention is made with the assistance of federal funds. Expected timing: no date set.

Contact: Dean A. Titcomb, (202) 208would implement Title 1X, which pro-hibits discrimination on the basis of sex in any education program receivfederal financial assistance, Ex-

pected timing: September. Contact: Melvin C. Fowler, (202) 208-3455. Tribal colleges. Proposed rules would change the regulations for the distribucommunity colleges. Expected timing: July. Contact: Reginald Rodriquez, (202) 208-4871.

DEPARTMENT OF JUSTICE

Foreign students. Proposed rules would revise reporting requirements for insti-tutions with non-immigrant forcign students. Expected timing: October.

Foreign students. Final rules would change foreign-student employment-authorization procedures to conform with regulations in the Immigration Reform and Control Act of 1986. Expected timing; no date set. Contact: Pearl B. Chang, (202) 514-3946.

Foreign students. Final rules would clarify regulations that permit students with F-1 visus who are in good academic standing to work off their campuses. Expected timing: no date set. Contact: Pearl B. Chang, (202) 514-

DEPARTMENT OF LABOR

Foreign students. Final rules would carry out regulations that require off-campus employers who hire students on F-I visas to attest to the department and to the student's college that the employer has recruited widely for the po-sition. Expected timing: September. Contact: Karen R. Keesling, (202) 523-

Foreign students. Final rules would carry out regulations that require off-campus employers who hire students on F-I visas to atlest to the department that the employer has recruited for at least 60 days and will pay certain wages. Expected timing: September. Contact: Grace A. Kilbane, (202) 535-

DEPARTMENT OF THE TREASURY

Charitable contributions. Final rules would stipulate eligibility for tax deductions in cases where donors have income in the United States and abroad. Expected timing: December. Contact: Carl M. Cooper, (202) 566-

Contributions of property. Final rules would create requirements for taxpayers seeking deductions for donations of property valued at more than \$5,000 to substantiate their estimate of the value of the property. Expected timing: no date set. Contact: Stuart Spielman, (202) 566-3980.

Investments. Pinal rules would deter-mine whether tax-exempt organiza-tions should pay unrelated business income tax on income from investments from a securities portfolio. Expected timing: no date set. Contact: Jerome P. Walsh Skelly, (202) 566-3505.

Property owned by partnerships. Proposed rules would govern the taxation

of partnerships that earn income partnerships that earn income partners is a tax-exempt one zation. Expected timing: no date of Contact: Christopher Kehoe, Q.

Government & Politic

sta is order to receive their money. freeded timing: May. Contact: June asearch, Proposed rules would clar, the definition of "research and even mental expenditures" under sec-174 of the Internal Revenue Code E pecied timing: October, Coulart b. vid Hudson, (202) 53-9540.

Scholarships. Final rules would eu. when certain portions of scholars.

taxation. Expected timing: nodate of Contact: Kelly Richardson Berg. 13:

or fellowships could be exempt for

teserviste' benefits. Proposed n: would change the method for metaing laboratory sessions for the purper of calculating benefits. Expected as ing: May. Contact: June C. Schaffer (202) 233-2092.

Reserviate benefits. Proposed the would allow benefits to be used farmony, new types of selections.

whent' banefite. Proposed rules will allow yearly increases in the rated subsistence allowance payable many new types of education retraining, in accordance with the Year ans Education and Employees Amendments of 1989. Expected t

ing: September. Contact: Jone (
Schaeffer, (202) 233-2092.
Reservists' benefits. Proposed na whereas' benefite. Proposed rules sold allow individuals to receive testis under the Post-Vietnam Era would clarify the duc-process proce dures for claimants or beneficiants. set forth in the Montgomery or Bil-Selected Reserve. Expected lines. May. Contact: June C. Schieffer,

would clarify the amount of time at tional benefits have to notify the & partment of their reasons for willdrawing from a course, Expected timing: May. Contact: June C.

Espected timing: September. Contact Int. C. Schneffer, (202) 233-2092. Schueffer, (202) 233-2092. **Reserviate' benefits.** Proposed I Ysterans' benefits. Proposed rules work increase the number of situawould revise the regulations for dear mining whether an individud te-change programs of education by pected timing: May. Contact: Just Schaeffer, (202) 233-2992.

explain new educational assis provisions of the Veterans Bents

foss in which veterans may become eligible for the Montgomery of Bill-Active Day. Expected Uning: September. Contact: June C. Schaeffer. (2012) 201-2012. Reserviate' benefits. Proposed N would increase the rates of fullist Yelenus' ionefite. Proposed rule: three-quarter-time, and half-time of audies the regulations for detertitles whether an individual can monthly payments for quarkichange programs of education. Ex-pected duling: June. Contact: June C. Scheffer, (202) 233-2092. students, as set forth in the Pe Oulf War Veterans' Benefits And 1991. Expected timing: September Contact: June C. Schaeffer, (202) 19 Mane benefits. Proposed rules und make various changes in the de

priment's education programs in re-Reservists' benefits. Proposed rise would allow individuals to receibenefits under both the Montroach ission to Assess Veterans' Edu ution Policy. Expected timing: Septimber. Contact: June C. Schaeffer, 002) 233-2092. OI Bill-Selected Reserve and the Go erument Employees Training Ac long as they are not attending that lieu of normal work duties. Executiving: July. Contact: Just C. Schaeffer, (202) 233-2092.

Mirana' benefits. Proposed rules sould require officers commissioned in 1977 n 1977 and 1978 to withdraw from the Pat-Yeinem Bra Veterans' Educa-tional Assistance Program before they may receive other benefits. Expected liming. September. Contact: June C. schaeffer, (202) 233-2092. Reservists' benefits. Proposed to would make various changes in the would make various changes in a partment's education program-cluding changes for the starting data of awards—in response to the items mendations of the Commission low seas Veterans' Education Polic, Expected timing: September. Constitution of the Commission of the Commission low seas Veterans' Education Polic, Expected timing: September. Constitution Commission of the Commission of the Commission Policy September (202) 233-202.

Reservists' benefits. Final rules would be commission new educational assistance.

Masse benefits. Final rules would daily a law that prohibits individuals the ming their education benefits i brare also on active duty and receiv-ta hads from the U.S. armed forces

but had from the U.S. armed forces for their program of study. Expected dates no date set. Contact: June C. Schaffer, (202) 233-2092.

Menas' benefits. Final rules would send the Montgomery of Bill-Active Only to carry out the Veterans Educatos and Employment Amendments of 189. Expected timing: July. Contact: less C. Schaeffer, (202) 233-2092. Bill-Selective Reserve. Expects ing: August. Contact: just Schaeffer. (202) 233-2092. Reservists' benefits. Final rules wol implement several provisions result to the payment of educational batch under the Veterans' Educational to sixtense Amendment of total Freedings implement several provisions beach to the payment of educational beach under the Veterans' Educational beach under the Veterans' Educational beach under the Veterans' Educational Assistance Amendments of 1991. Experiment Assistance Program to carry education. Final rules would extend the Post-Violnam Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Amendments of 1989. Except the Veterans Education and Emperiment Emperiment Education and Emperiment Education and Emperiment Education and Emperiment Education and Educat

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hittens' benefits. Final rules would betreat portions of the Nurse Pay At of 1990 relating to course change tact: June C. Schaeffer, 12092.

Veterans' benefits. Proposed rolet would allow veterans receiving observational assistance under the Monteon ery or Bill-Active Duty to verify the enrollment by telephone. Expetitions: September. Contact: June C. timings. September. Contact: June C. timings. September. Proposed rolet. Veterans' benefits. Proposed rolet. Veterans' benefits. Proposed rolet. would require military officers safer would require military officers as for mer officers who are eligible for safer. not 1990 relating to course change the state of 1990 relating to course change ton and Dependents' Educational strugglith Active Duty. Expected times May. Contact: June C. Schaeffer, 1991 133-2092.

hing benefits. Final rules would re-binidely ideals who are receiving de-bit nonthly verification that they are trolled in an educational program.

east under the Department of Veter-et Affairs Nurse Pay Act of 1990 to man from the Post-Vietnam Era Vet-

Educational Assistance Pro

ation and employmen gogans to the Post-Vietnam Eru Vierans' Educational Assistance Pro-

gam, including provisions for voca-cest flight training. Expected timing:

September. Contact: June C. Schaefer, (202) 233-2092.

reder the Educational Assistance Test

hopen that would be indexed to the

near sciusi cost of attendance a

phic institutions over the last 12 mable Expected timing: July. Con-

Veterans Educational Assistance Pro-pun and the Government Employees'

Initial Act as long as they are not stending class in lieu of normal work

wild carry out statutory changes i

the Montgomery GT Bill-Active Duty.

the criteria used to determine elig

C Schaeffer, (202) 233-2092.

Expected timing: June. Contact: June C. Schaeffer, (202) 233-2092. **eterans' benefits.** Final rules would rule quire individuals who are eligible (benefits under the Post-Vletnam Era Veterans' Educational Assistance Pr gram to submit monthly verification

(Schaeuer, 12021 233-2032.

Merass' benefits. Proposed rules was trevise the way that eligibility is teamined for benefits under the yearsomery or Bill—Active Duty. Exthat they are enrolled in an educational program. Expected timing: September. Contact: June C. Schaeffer, (202) rested timing: June. Contact: June C Shieffer, (202) 233-2092. Veterans' benefits. Final rules would implement several provisions relating to the payment of educational benefits posses benefits. Proposed rules sold apply recent amendments to under the Veterans' Educational Assistance Amendments of 1991. Expect-

ed timing: September. Contact: June C. Schaeffer, (202) 233-2092, Veterans' bonefits. Final rules would nuplement several provisions of the Veterans' Educational Assistance payment of educational benefits to veterans who qualify under the Post-Viettance Program. Expected timing: September. Contact: June C. Schaeffer.

---COMPILED BY JACK GOODMAN

WASHINGTON ALMANAC

New Bills in Congress Coples of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510).

HOUSE OF REPRESENTATIVES

nimai patents. HR 4989 would impose e-year moratorium on the granting o tents for genetically modified animals By Representative Cardin (D-Md.). would make federal grants to health-pro-fessions schools and students attending them conditional upon the institution training all students in identifying and treating victims of domestic violence. By Representative Wyden (D-Ore.).

Batallite network, 118 5057 would author-

ize loans to acquire a satellite communi-cations system for the establishment of a single, nationwide distance-learning net-work. By Representative Brown (D-Cal.)

the federal vocational training system by establishing centralized sources of information and services, a voucher system to tailor training to individual needs, and certification requirements to insure high standards of training. By Representatives Goodling (R-Pa.) and Gunderson (R-Wasses)

Defonse Language inetitute. s 2636 would provide an acudemic rank and salary structure for the Defense Language Insti-tute. By Senator Thurmond (R-S.C.) and three others. Veterans' education benefits. 5 2640

would make permanent a trial work-vo-cational rehabilitation program for veter ans with serious disabilities and would make other minor changes and clarifica-tions to the Veterans Affairs Depart-ment's education programs. By Senator Cranston (D-Cal.).

Veterans' education benefits, \$ 2647 would provide increases in the educa-tion allowance for active-duty service

members, reservists, and veterans with service-related disabilities and make sevral other changes to the Veterans Affair Department's education programs. By Senator Cransion (D-Cal.) and two oth-

Vocational training, 5 1633 is the Senate version of HR 5038. By Senator Dole (R-Kan.).

Congressional Hearings

Since changes frequently occur with little advance notice. It is advisable to check with committees on or near the hearing dates.

nittee on Veterans' Affairs: (202) 224-

/sterens' education benefits. May 13. Hearing on 5 2647, a bill that would make changes to education, training, and benefits for veterans. Contact: Senate Com-

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*As of March 31, 1992. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

Business & Philanthropy

Yale Opens a Campaign for \$1.5-Billion, Largest Drive in U.S. Higher Education

By JULIE L. NICKLIN

Yale University has announced a five-year, \$1.5-billion capital campaign, the largest fund-raising drive to date in American higher

Aiready, the campaign has received \$571.2-million in pledges and gifts, putting the university at 38 per cent of its goal. The amount includes a \$50-million gift from the philanthropist and 1929 Yale alumnus Paul Mellon-a donation that kicked off the campaign's public announcement this month.

"We want to insure that Yale will enter its fourth century as a model of academic excellence for the world," Yaic's president, Benno C. Schmidt, Jr., said as he opened the drive.

The announcement comes at a time when Yale, like many universities, has angered many students, professors, and staff members because of its efforts to pare its budgct. Yale, which expects a \$15-million deficit this year on its \$799million operating budget, has laid off about 100 employees and reduced some services. It is now planning cutbacks in academic programs and faculty positions.

If the campaign's goal is met, Yale officials plan to add \$500-million to the university's \$2.6-billion endowment to support, among other things, student scholarships and faculty positions. Some \$500-mil-

HERMAN FAIRCHILD FOUNDATION

solities. For the science labora \$500,000 to Occidental College.

Support. For the presidential discretionary fund: \$250,000 challenge grant to Centre

WILLIAM AND FLORA HEWLETT

525 Middleffeld Road

Menio Park, Cal. 94025

HELEN K. AND ARTHUR E.
JOHNSON FOUNDATION

California

P.O. Box 3151

KRESGE FOUNDATION

LILLY ENDOWMENT

ing-education program for development officers: \$481,400 over three years to As-

sociated Colleges of Indiana.

programs, and the remaining \$500million would be used for building repairs. Yale faces costs for deferred maintenance as high as \$1billion, administrators estimate.

Although many professors, students, and staff members on the campus support the campaign's objectives, about 100 graduate students attended the announcement ceremony to hand out fliers that asked donors to "pay close attention to the Administration's stewardship of Yale's resources." In the past year, unions representing Yale's clerical and technical workers, and a group representing graduate students have charged that Yale has become too businesslike in its spending priorities. They have charged that Yale isn't concerned about its employees' needs.

A Difficult Challenge

Yale officials declined to comment on the graduate students' efforts, but said the drive's goals would match Yale's future needs. "The university simply has to raise the money to do the bulk of that repair work and has to raise enough to counter the erosion of the sources of revenue," said Martha K. Matzke, director of public affairs and associate secretary of the . cess so far "represents a higher university. Like many institutions, level of giving to Yale than at any Yale faces a difficult challenge in time in its history," President trying to balance revenue from tu- Schmidt said.

ition, endowment earnings, and federal grants with such expenses as financial aid and employee salaries and benefits. To free up several million dollars annually. Yale is considering increasing the amount of its endowment earnings that it spends each year. The university now spends an amount equivalent to about 4.5 per cent of the market value of its endowment.

The fund-raising drive is Yale's first since the university raised \$370-million from 1974 to 1978. It tious of the universities now engaged in big fund-raising drives. The University of Pennsylvania and Columbia and Cornell Universities are in the midst of campaigns ranging from \$1-billion to \$1.25-billion. Stanford University in February closed its \$1.1-billion campaign with \$1.3-billion in pledges and gifts, Harvard University reportedly is planning a campaign that could seek to raise as much as \$2-billion.

Yale, which began collecting gifts for the campaign about two years ago, is counting toward the amount received so far donations totaling \$85-million from the Bass family of Texas. Mr. Mellon's gift includes a group of William Blake's books and watercolor illustrations. It also establishes a \$25-million endowment for the Yale Center for British Art. The campaign's suc-

PRIVATE SUPPORT

religion. For research on congregations in communities that have undergone significant social and economic change: \$337,-939 over two years to Boston U.—For a study of factors contributing to the growth and decline of the Reformed Church of American denomination: \$138.050 over two years to Hope College.

For a study of conservative and funda-mentalist American Catholics: \$474,154 over three years to Indiana U. So over three years to Marian College

JOSIAH MACY, JR., FOUNDATION 44 East 64th Street

1700 Broadway, Denver 80290 Facilities. For equipment for laboratorie and analytical facilities: \$100,000 to Cold New York 10021 Medical education. For support of pro-grams: \$500,000 to North Carolina Medi-cal Schools Consortium. rado School of Mines FLETCHER JONES FOUNDATION

ANDREW W. MELLON FOUNDATION Support. For support of programs: \$1.5-million challenge grant to Folger Shake.

Ibraries. To computerize the library cota-log: \$160,800 to Saint Mary's College of

CHARLOTTE W. NEWCOMBI 35 Park Place on, N.J. 08542

Student aid. For scholarships: \$666,000 di-vided among 41 colleges and universities in Dolaware. Maryland, New Jersey, New York, Pennsylvania, and Washinglities. For a new chiller plant: \$750.000

ALFRED P. SLOAN FOUNDATION P.O. Box 86068, Indianapolis 46208 630 Fifth Avenu Counseling, For programs to increase low New York 10111-0242 Graduata education. For a multidiscipii

income and minority students' access to higher education: \$342,594 over three ary graduate program in manufacturing: \$558,900 to Cornell U. years to College Board. Faculty. For programs of faculty developmatics. For an experiment in comment: \$226,299 over three years to Pennsylvania State U. natitutional advancement. For a contin

puter-assisted home instruction in mathematics: \$330,262 to Stanford U. Science. For research on modeling supply and demand for scientists in universities and colleges: 5255,706 to Stanford U. STARR FOUNDATION 70 Pine Street, New York 10270

OIFTS & BEQUESTS

Bridgewater College. For support of programs: Standillon from the estate of Robert Myers McKinney.

Franklin College (Ind.). For a professorahip in business and for scholarships: \$732.327 from the estate of Edna Baiz Lacy.

Mathodist Theological School in Ohio. For scholarships and for maintenance of a pond on the campus: \$100,000 from Helen G. Dornette.

Morehead State University (Ky.). For scholarships: \$100,000 from the estate of Alva Conrad Scott.

Spelman College. For support of programs: \$37-million from DeWitt Wallace/Spelman College. Fund.

University of lows. For the college of business administration: \$4-million from John Pappajohn.

aid: \$100,000 from the estate of Morton Iniversity of Rhode Island. For a than

ay program in the college of nursing \$760,000 from the family of Laurence M iniversity of Southern California. For scholarships in the law conter: real estate valued at \$600,000 from Marcus M. and

-For a professorship in international rela-tions: \$2.5-million from the estate of John

versity of Virginia. For the school of engineering and applied science, the graduate school of business administration, the school of commerce, the school of educa-tion, and the office of career planning and placement: \$160,334 from Mobil Corpo-

by Walter H. Annenberg, former chairman of Triangle Publications and former Ambassador to Britain. including last week's donation. Mr. Annenberg has given \$65-million to the university. His \$3-million gift in the early 1970's helped endow the communications school that bears his name. During the university's most recent capital

\$28.2-million. the University of Pennsylvania. The recent gift, however, has raised some questions over how

campaign, which raised \$557-mil-

lion before it ended in 1990, Mr.

Annenberg donated a total of

Annenberg Fund Gives USC \$24.6-Million, the University's Largest Single Gift Ever LOS ANGELES much money the Annenber The University of Southern Cali School for Communication will be fornia has received its largest single gift ever—\$24.6-million from years, the Annenberg Foundation the Annenberg Poundation to support communications programs.

The foundation was established by Weller II. which will be spread over eight years, replaces that grant arrange. ment and will allow money to be used for various communication programs. Cornelius J. Pings.

USC's provost, said the university had not determined how much would go to the Annenberg School Last week's gift to the university is the latest in a series of major do nations by Mr. Annenberg to chan table causes. In 1990, he pledget \$50-million to the United Negri College Fund and \$10-million !

Fund Gives Spelman College

Stock Valued at \$37-Million

Spelman College will receive erated fund-raising mode."

the Reader's Digest Association million, from \$51-million.

Inc. The gift is the largest ever About \$29-million of the gift will

to a historically black college. go to endow academic scholar-

Spelman held the previous rec-ships. The remaining \$8-million

stock valued at \$37-million from

a fund set up by the founder of

ord as well, set in 1988, when

the actor Bill Cosby and his

wife, Camille, gave the college

The DeWitt Wallace/Spel-

man College Fund, which was

years ago, has been giving the

"It costs to provide

It costs to have

state-of-the-art

facilities and well-

trained professors.'

income earned on its principal

to the college. It will transfer the

principal to Spelman by the end

of the year. The principal is

made up largely of stock in

Reader's Digest, the publishing

company that Mr. Wallace

founded in 1922. Mr. Wallace,

who died in 1981, was a long-

Spelman officials say the new

gift will support the institution's

"Initiatives for the 90's," a

long-range plan to improve the

liberal-arts college for women.

education," Johnnetta B. Cole,

Spelman's president, said in an

interview. "It costs to have

well-trained professors. This

gift is an inspiration for us to this year. —JULIE L. NICKLIN

state-of-the-art facilities and

"It costs to provide a quality

time donor to the college.

a quality education.

ATLANTA move into an even more accel-

The new gift will push Spel-

man's endowment to about \$88

will strengthen the honors pro-

"This Is Good, Solid Stock"

The fund's value fluctuates

because it is made up largely of

stock. Fund managers would

not disclose the exact number of

shares included, but said fixed-

income and cash investments

Reader's Digest stock was

selling for \$46.375 a share on the

New York Stock Exchange on

March 31. That set the value of

the fund-and thus the gift-at

\$37-million. By April 30, the

value had dropped to \$43.50 a

share, bringing the value to

Spelman is not worried about

the fluctuations and does not

plan to sell the stock. "You

have to look at the long run."

Ms. Cole said. "And the long

run says this is good, solid

In 1981, the Reader's Digest

Association Inc. created the

DeWitt Wallace/Spelman Col-

lege Fund with about \$1-million

Since that time, the fund has

worth of non-voting stock.

been managed by the New York

Community Trust and has

grown in value. Spelman has re-

ceived the annual income

earned on the principal, which

brought the college \$865,000 in

1991. Terms of the fund's cre-

ation stipulated that its principal

be turned over to the college

about \$35-million.

make up a small portion.

To the many characteristics student's chances of completing college, add alcohol

consumption.
Two economists at Duke University, Philip J. Cook and Michael J. Moore, say they have groduced what appears to be the "first direct empirical demonstration that youthful drinking affects school decisions and, in particular, the likelihood of attaining a four-year college degree."

Mr. Cook and Mr. Moore analyzed data from the "National ongitudinal Survey of Youth," a decade-long, federally financed study that included self-reported nformation about teen-agers' drinking habits. Among the researchers' conclusions:

■ The more liquor a high-school student consumes in a week, the less likely he is to enter or graduate from

 High-school seniors committed to seeking a college degree are likely to "drink less and gal more schooling than their peers who have no plans for college." 1 States that have sought to curb alcohol abuse by raising

consumption taxes and the minimum legal age for purchasing liquer have tended to have higher collection rates. On hearing those conclusions at a recent seminar, Michael Rothschild professor of social sciences at the University of California at San Diego, remarked: "If you want to gt people to go to college, it's cheaper to raise the beer tax than to

nise people's income."

The North Idaho College "Sentinel" has won the Robert F. Kennedy Journalism Award, in the student category, for "outstanding coverage of the problems of the disadvantaged." The awards are presented ormally to college and professiona oblications. The newspaper at the we-year institution won the top student prize for a seven-part series on prejudice and discrimination or the campus. The series dealt with the problems experienced by andicapped students. omosexuals, and veterans, as well s members of ethnic, racial, and

wheelchair to experience the

umalism scholarships.

dificulties of getting around the

Honorable mention went to

citation went to the Columbia

houseless people.

Missourian for a profile of three

cuapus. Mr. Rosdahl said the \$1,000

fraplace prize would be used for

doward University's radio station

for a series, "In Touch: AIDS in the

hican-American Community." A

religious minority groups. Said Patricia Synder, *The* Sentinel's executive editor, "We decided that discrimination isn't just a black and white issue." Nils H. Rosdahl, the paper's aculty adviser, said an article in the sties about handicapped students had prompted the dean of administration to spend a day in a

timetable for hiring more minority faculty

■ A handful of University of Michigan students chose commencement to express their anger at the Los Angeles verdict. They included Desmond Howard, the 1991 Heisman Trophy winner, who taped the words "The King Verdict" on top of his cap, and "A Scar for Life" on his gown. Asked to explain, Mr. Howard called the

decision a "legal lynching." ■ About 400 students—most of them from Howard University-marched from

the Washington Monument to the White House to demand that President Bush file federal charges against the Los Angeles police officers. Thomas Mitchell, a second-year law student at Howard, said: "Despair and frustration with this system of justice have resulted in cities in up-

■ Brandeis University's Faculty Senate issued a statement in support of the U.S. Justice Department's investigation of the beating. Said David G. Gill, director of the Continued on Page A36

About 400 students marched from the Washington Monument to the White House to demand that President Bush file federal charges against the Los Angeles police officers.

On Campuses Across the Country, Outrage and Disgust Greet Acquittals of Police Officers in Los Angeles

By MARY CRYSTAL CAGE

Students

The acquittal of four white Los Angeles police officers accused of using excessive force to arrest Rodney G. King has galvanized colleges and universities across the

The controversial verdict brought administrators, professors, and students at some institutions together to voice their outrage. At others, the outcome of the trial forced long-simmering racial tensions to the boiling point. In the aftermath, college officials are trying to decide what to do

Jennifer Hansen, a University of Michigan senior majoring in American culture, said she was surprised by the verdict, but not by the violence that followed its announcement, "There's a lot of disgust and anger toward the government" among students, she said. "I think the 90's are going to be a really turbulent decade."

The academic year was coming to an end on many campuses when the jury returned its controversial verdict. Even interrupted their preparation for finals to demonstrate their outrage. In many cases administrators and faculty members joined

 At the University of Massachusetts at Amherst, students protesting the King verdict soon focused their anger on longstanding campus complaints. A group of protesters forced their way into the office of The Daily Collegian, the campus newspaper, to condemn last month's vote by the paper's predominantly white staff to replace three minority editors. Later the protesters occupied the chancellor's office for several hours until administrators set a

Students in Atlanta Angered by Confrontations With Police in the Wake of the King Verdict the sadness and frustration that has By JOYE MERCER

Nearly 100 women, clasping hands in a circle in the center of Spelman College's campus, stood solemnly in the late evening sun almost a week after the Rodney G. King verdict sparked protests in communities across the nation, including their own.

One by one, beckoned by a rhythmic African drum beat, the women gathered, dressed mostly in black. When the circle was complete, some stepped forward to recite poetry, sing, or offer pleas that students join forces to work for justice and use their education to help the powerless.

"I ask you, my sisters: How much is too much, and when will never again be now?"

The Spelman women said the vigil was a way to begin the healing process. But they said it also nudged them forward, beyond

gripped the Atlanta University Center in the aftermath of the verdict in the King case and the angry confrontations with police that left many students feeling brutal-

A Mecca for Top Students

The center comprises Spelman, Morehouse-alma mater of Martin Luther King, Jr.-and Morris Brown Colleges, the Morehouse School of Medicine, Clark Atlanta University, and the Interdenominational Theology Center. The historically black institutions cover about 30 square blocks near downtown Atlanta and have long been a mecca for top black students.

The unrest here began when students, a day after "not guilty" verdicts were handed down in the trial of the Los Angeles Continued on Following Page

Colleges in Los Angeles Area Mobilize - to Deal With Aftermath of Rioting

BY JACK McCURDY

LOS ANGELES Students and faculty members at colleges here turned to "healing activities" last week in the aftermath of the deadliest urban riots in the nation's history. But the healing involved more than talk.

There were classroom discussions, teach-ins, and convocations to ponder the Rodney G. King verdict and the rioting that it triggered. But thousands of students, professors, and college employees also joined street crews to clean up the battered Los Angeles neighborhoods where buildings were torched or looted. And they worked on their own campuses to collect money and food for the residents of those predominantly black and Latino communities that were ravaged in the riot.

USC President on Security Force

The outpouring of aid was far different from the largely muted response after the Watts riots of 1965. "Hundreds of our students are involved in clean-up activities and in distributing food to residents," said Steven B. Sample, president of the University of Southern California, which was in the midst of the worst rioting.

"We'll be talking about the violence and its causes, but right now everyone feels we need less theory and more action in rebuilding the community," Mr. Sample said. "Instead of philosophizing, we are going to be listening to the community a lot to see what needs to be done."

During the rioting, Mr. Sample joined the security force that protected the USC campus, sleeping on the floor of his office one night as fire bombing, shooting, looting, and sirens raged outside. Fires roared out of control at times near usc and other campuses in the general area.

Remarkably, however, use and the more than 25 other campuses and centers that closed during the riot escaped with but one broken window among them. It was shattered at a parking kiosk at usc.

"Almost miraculously, the University of Southern California has come through these tempestuous times essentially unscathed," Mr. Sample announced in a special campus newsletter. In an interview, ho attributed the university's good fortune to a different atmosphere from the one that schools and colleges sometimes were criticized along with the police and politicians

Angeles Southwest College, a two-year college in the riot area, said her campus had experienced the same good fortune. Neighborhood youths rampaged through shopping areas at the perimeter but did not

direction of the anger," Ms. Wainwright said in an interview. Perhaps, in the eyes of the community, it means the "climate of the institution is more amenable" to mi-

nority issues and concerns, she added. The college, one of nine campuses of the Los Angeles Community College District, has an enrollment that is about 75 per cent black and 25 per cent Latino.

At Los Angeles City College, which is also in the district, campus police came under fire and made 10 arrests in connection with the fires and looting of businesses just across the street from the campus.

administrative staff members, and alumni stood guard overnight in USC buildings that border the campus, and university police officers patrolled nearby streets in cars and golf carts. Special telephone banks fielded more than 20,000 calls from parents and friends, Mr. Sample said.

Walking around the campus late at night during the height of the rioting, Mr. Sample said he was filled with pride at the high morale of the thousands of people who were working together. "Where one might have found fear and despair, I instead found strength and quiet confidence." he said. "I felt we were going to be O.K."

The campus rallies against the King verdict-which acquitted four Los Angeles university spokeswoman said.

Students Angered by Confrontations With Atlanta Police

Continued From Preceding Page police officers, began a peaceful protest murch to downtown Atlanta. Onlookers joined the marchers and, as anger mounted, the demonstration turned violent Rocks were thrown through store windows, and some protesters attacked while bystanders.

More than 319 people were arrested during the downtown demonstration, mostly for disorderly conduct and parading without a permit. But city officials said it was difficult to determine with certainty how much damage and injury students had caused because they were joined by other

Mayor Denies Parade Permit

The next morning, students planned another march, but were told by Mayor Maynard Jackson, himself a Morehouse graduate, that they would not be given a parade permit. Police officers, attempting to keep students from marching downtown anyway, surrounded those who had gathered in Morris Brown's quadrangle by early af-

For the next few hours, in a tense backand-forth tangle with officers, students ran between the Morris Brown and Clark canpuses, yelling at police officers to leave and sometimes pitching rocks and other debris to keep them at bay. In the confesion, two cars were set afire and two slots across from the campus were ransacked. By day's end, about 70 students had been arrested and 22 people injured.

The police eventually fired tear gas into crowds of students to disperse them, and wind blew the fumes through windows and vents of some dormitories and classroom buildings.

"I felt like my throat was on fire," said Marian L. Batts, a Spelman senior who was at Clark when tear gas was fired and was later treated at the college's infimmy.

"My face was burning so badly, I was afraid my skin would peel off if I just touched it. I don't know what 1965 was like, but this was the scariest thing I have ever experienced." she said. "The police chief felt very justified in all of his actions. but it shows a lack of respect for us. Hash read the Bill of Rights lately?"

Police Chief Eldrin Bell has defended the actions of city and state law-enforctment officers, saying they were necessary to protect Atlanta from the destruction that Los Angeles had witnessed. Mayor Jack son has refused to apologize to students "because the students did not apologize to the innocent people they hurt."

'A Traumatic Experience'

None of the campus presidents knew o and disheartened to find themselves plans for the police deployment in the area hated in a scene that was reminiscent of ed, and they were until the day it happer never told that police would drop tear gas, said Leroy Keith, president of Morehouse "It's been a traumatic and emotional exp rience for everyone," said Mr. Keith, who estimated he got about four hours of sleep over a 48-hour period during the strife. Students said the confrontation with the

police and the verdict in the King case had strengthened their will to fight for econom ic and social justice for black Americans.

On campus bulletin boards, signs on horted students to support their "Black Economic Empowerment Movement" by boycotting non-black businesses. Some business owners capitalized on the move





Man J. Baldon of Morehouse: "The ites is racism, which this with was founded on. Police

by putting up their own signs, declar-

their businesses to be "100 per cent

towned." Some students closed ac-

a of doing business with black banks.

Many students here said they were en-

(0)'s, "I've seen the riots of the 60's

and white, and I thought this

ada'i happen again," said Raymonda

Mar, a Spelman senior who was on

s campus during the fracas. "But

*. I realize that the changes really were

a st significant as people thought they

the friend Sabrina Hall said: "This is a

A way to end up my four years at

Men. We've heard how wonderful it is

black women today, and I had felt

pod about myself and my chances.

ed me on face value. I feel helpless.

been living on Fantasy Island."

thow that whites are never going to

We have a long way to go."

species of police brutality.

ainiscent of the 1960's

Rafeal Jackson of Morehouse: "The police were there to provoke a reaction when all the students wanted to do was to have a peaceful march."

Both women decried the violence. But others said that although disturbing, the violence had brought attention to the stuat Atlanta's two largest banks in dents' feelings that non-violence might not have—even in a city as important to the indent centers, tables were set up to non-violent civil-rights movement as Atthe written complaints from students al-

"Although I don't necessarily agree with violence, at least we were heard," said Amy Adkins, a Spelman freshman who saw the mélée on television, as it happened. "Normally, I would be advocating

William J. Baldon, a Morehouse senior, said the King verdict was only the spark. "The issue is not just police brutality against blacks. The issue is racism, which this country was founded on. Police brutality is just a symptom of that," he said.

Another symptom, students agreed, was the response of city officials, even in a city where the Mayor and Chief of Police are black, to student protesters.

"Do you think they would drop tear gas on Emory's campus?" said Rafeal Jackson, a Morehouse senior. "No way. What's next? Moving people like cattle, shooting them? We're not in Vietnam; we're students. The police were there to

provoke a reaction when all the students wanted to do was to have a peaceful

Freddie L. Hill, dean of student affairs at Spelman, said she was thankful that the protracted confrontation didn't result in the deaths that marked student demonstrations at Kent State and Jackson State Universities more than 20 years ago.

"I wasn't surprised by the police presence, and we knew the police would do whatever it took to subdue students," she said. "But in spite of everything, the police

'We Became Family'

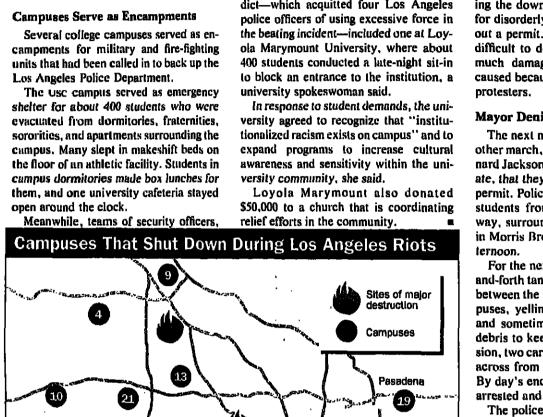
Despite their anger, students feel "a new sense of urgency about learning, and about applying what you learn," said Ms. Hill, a Spelman administrator since 1988. The greatest test, however, will be what happens next fall, when students return to the campus after the summer has blunted their rage, she said.

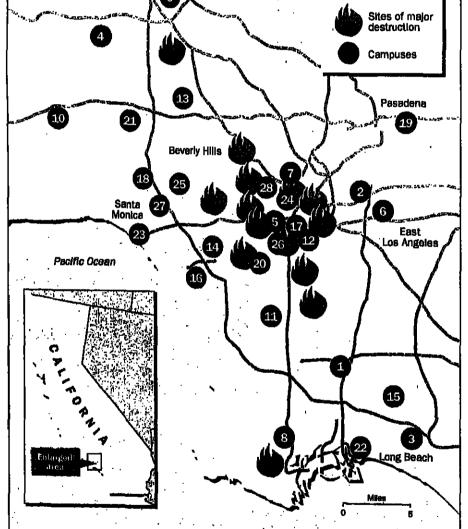
Many students say they won't soon forget the image of police officers in riot gear, the suffocating fumes that settled over their campuses, or the insistent buzz of helicopters overhead as police monitored their movements and local news crews taped the action. Several students said the events had done more to bring the Atlanta University Center institutions together than had any other occurrence in recent memory.

"We didn't always have unity in the AU Center, but when this happened, we became family," said Yvette Nicole Speed, a junior at Clark Atlanta.

Many students planned to continue their boycott of non-black businesses next year and to step up involvement with the surwith students, Mayor Jackson announced a three-point plan, including the creation of a student commission to meet regularly with the Mayor and a quasi-city agency to help operate restaurants, stores, and other businesses in the neighborhood near the university center.

But some students were concerned that the violence that erupted in Atlanta and elsewhere in the wake of the King verdict could simply foreshadow what is to come. Said Larry Jones, a Morehouse senior: "They talk about a peaceful solution to problems, but you can't speak a language that America doesn't understand."





Patricia J. Walnwright, president of Los

soill on to the campus. "It gives a sense of change and of a new

of Religion

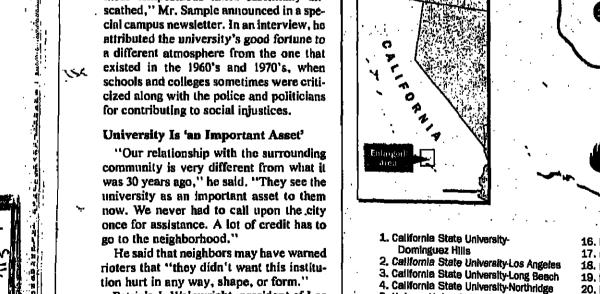
6. East Los Angeles College 7. Los Angeles City College

8. Los Angeles Herbor College 9. Los Angeles Mission College

of Law

27. West Coast University 28. Woodbury University

CHRONICLE MAP BY JOJO GRADASH



5. Hebrew Union College-Jewish Institute

10. Los Angeles Pierce College 11. Los Angeles Southwest College

12. Los Angeles Trade-Technical College 13. Los Angeles Valley College 14. West Los Angeles College

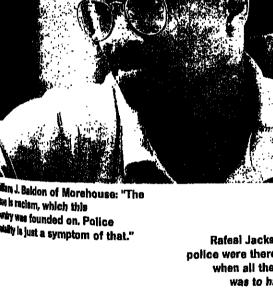
15. Long Beach City College

17. Mount Saint Mary's College-Doheny 18. Mount Saint Mary's College Chalon 19. Pasadena City College 20. Pepperdine University Educational

Center-Culver City 21. Pepperdine University Educational Center-Engino

22. Pepperdine University Educational Center-Long Beach 23. Santa Monica College 24. Southwestern University School

25, University of California-Los Angeles 26. University of Southern California







On Campuses Across the Country, Outrage Over Los Angeles Acquittals

Continued From Page A33 university's Center for Social stems from a feeling that protests Change and chairman of the Facul- have little impact. tv Senate: "We need a massive movement for social justice for all us are always put on the back burn-

 Agnar Pytte, president of Case Western Reserve University, issued a statement saying he was dress the concerns of minority stustunned by the verdict. He said the dents and were surprised by their case "prompts me to reaffirm our commitment to justice and equity for all members of this campus and to recognize how far we have to go to reach this goal."

The chief of police at the University of New Mexico joined 300 protesters on a march from the university to the Civic Plaza in Albuquerque. Don Grady, the chief, said: "I believe it's important for law-enforcement executives to ers occupied the chancellor's of- ments.

"it's sort of like how some

families only come

together at funerals.

if anything, I think the

lines have become even

more defined."

speak out in disagreement with what happened in Los Angeles."

While many students said the events had heightened people's awareness of racial discrimination, izes in labor issues, poverty, or few predicted that their campuses would feel a lasting impact, because the events came while students were cramming for finals and

preparing to leave for the summer. "It's sort of like how some families only come together at funerals," said Jason Buggs, a senior and president of the Black Student Alliance at the University of Texas at Austin. "If anything, I think the lines have become even more de-

The verdict came at a time when many black students on the Austin campus were already stinging from the faculty's overwhelming rejection in March of a proposal that would have required students to take multicultural courses. To the extent that the university is viewed as part of the "system," Mr. Buggs said, "this is one more indication that the system doesn't work for

Tensions at U. of Washington

At the University of Washington, the verdict further fucled ten-- sions that had been building since the university's faculty members voted last year not to adopt an ethnic-studies requirement. The Faculty Senate will again begin the long process of adding an ethnicstudies requirement, now renamed American cultures, this month. But some students characterize the new proposal as a much-watereddown version of the original ethnicstudies plan.

Juni Luyombya, director of the Black Student Commission, a campus club, said students were angry and disappointed because of the verdict and frustrated by what she and others called the university's unwillingness to deal with racial

tension. Their frustration, she said,

"The issues that are important to er," she said.

Many higher-education officials said they had been trying to ad- on the table." dramatic-and in some cases violent—response to the Los Angeles

At the University of Massachusetts at Amherst, a group of 250 liott said he would work with state students forced their way into The civil-rights officials to provide Daily Collegian newsroom and re-training for faculty and staff memfused to leave for a half hour. The bers. He also said he had appointed protesters were complaining about a committee to work on improving the election of new editors to cover relations between students and the minority affairs. Later the protestfice for several hours, but left after university officials pledged to hire 10 more minority professors over the next three years.

A group of students took over Amherst College's administration building to demonstrate their concerns about a number of minority issues at the campus. They left the building after college officials pledged to appoint a full-time affirmative-action officer, to hire a financial-aid officer who is sensitive to minority issues and concerns, and to select someone for a tenure-track position in the economics department who specialeconomic discrimination.

At nearby Hampshire College, students staged a sit-in at the institution's science center, which houses faculty and administrative tended the first gathering of stuoffices. The students said they dents." wanted the college to hire seven new minority faculty members the "Rally for Rodney" at the Uniover the next six years. Late last week college administrators were helped to insure that the demonstill negotiating with students.

Protest at Central Missouri

A protest at Central Missouri State University started peaceful- 600 students. ly. On April 30 about 75 students gathered on the campus to discuss their reaction to the verdict. But as a safe pathway for the protesters, the night wore on, the crowd grew who marched about half a mile

Eventually about 250 students versity's blessing, students distribmarched from the campus to down- uted fliers to invite other students town Warrensburg, where some of to join them-including students them broke windows in about 20 from historically black Knoxville businesses. One student was ar- College.

rested for looting. ministration had done little to respond to their concerns.

fy with the problems," said Lyn- ful march and rally," Ms. Redette L. Atkins, the incoming presimond continued. "We let people dent of the Student Government know that if their agenda was any-Association at Central Missouri. thing other than what we had "But 1 do represent all the students. My biggest concern is that where else." everything is O.K. for all the students, that it is an environment that is culturally diverse and comfortable for all the students."

Furthermore, she said, students this article.

are concerned about local and campus police officers. She said black and white students alike complain that they get pulled over without justification. And she said: "They felt if it can happen in L.A., it could happen here."

Ed Elliott, Central Missouri's the level of anger and the degree of anger expressed by the students over the issues that were already

Administrators' Involvement

The day after the disturbance, he met with 500 students at the Central Missouri football stadium to listen to their complaints. Mr. Elcampus and city police depart-

"We're trying to capture the spirit of the moment and the energy of the moment," Mr. Elliott said, "but I can't promise that we'll solve all the problems.

"The thing that I would clearly do differently—regardless of how 1

"I was surprised at the level of anger and the degree of anger expressed by students over issues that were already on the table."

learned about a gathering of students—I probably would have at- 77,203.

Administrators' involvement in versity of Tennessee may have stration did not become violent,

University officials, including the dean of students, participated in a march that attracted at least

University of Tennessee police officers blocked streets to provide in size and the mood became tense. through the campus. With the uni-

Jane S. Redmond, director of the Students at Central Missouri university's office of minority-stu-

"The key to it was that we made "Being a black student, I identi- it clear that this would be a peace-

> Michele N-K Collison, Scott Heller, Katherine S. Mangan, and Peter Monaghan contributed to

Separate Studies List Top Disciplines, Big Producers of Minority Graduates

Business and education remain tions, graduate most of the counthe most popular fields of study on try's minority undergraduates. But president, said: "I was surprised at the nation's campuses, according it also offered some surprises to new government findings.

Statistics from the U.S. Education Department's annual survey of academic degrees also show an increase in the number of bachelor's degrees earned by minority represented 10.5 per cent of all su-

In 1989-90, colleges and universities conferred a record 1,049,657 bachelor's degrees. Business topped the list with 249,081 degrees. Following 15 years of steady decline, the number of bachelor's degrees awarded in education rose for the third straight year. With 104,715 degrees, education was the third most popular field, ranking behind the social sciences, with 116,925 degrees.

Hispanics at Top

From 1988-89 to 1989-90 the number of bachelor's degrees awarded to minority-group members went up 5.4 per cent, to 137,157, while the number awarded to white students grew 2.9 per cent, to 882,996. The fastest growth occurred among Hispanic graduates, with the number of degrees up 9.7 per cent, to 32,686.

Education and business led the list of master's degrees awarded in 1989-90. Students earned 86,057 master's degrees in education, a 4.3-per-cent increase over the previous year. The number of master's degrees in business administration climbed 5 per cent, to

The number of doctorates reached a record high of 38,238 in 1989-90. The largest fields were education, with 6,922 doctorates, engineering, with 4,953, and the the degree.' physical sciences, with 4,168. The doctorate tally is 6 per cent higher than the count reported by the National Science Foundation last week. A department official attributed the discrepancy to the use of Universities followed. different survey techniques. (See story on Page A1.)

A separate report released last week was aimed at determining which colleges and universities have done the best job of graduating minority students. The report, 'Top Degree Producers," was is-

sued by the bi-weekly publication ic students graduated from the United Students gradu Black Issues in Higher Education. said their anger was not limited to dent affairs and of the black cultur- Using data from the Education Dethe jury's acquittal of the police officers. Black students have been completely the institution. "The original idea to do

Sing data from the Education Dedical data from the Education Ded complaining that the institution this was not mine," she said. "It number of minority graduates needed to hire more minority faculty members and offer more black.

The most Asian
ty members and offer more black.

The most Asian
ty members and offer more black. ty members and offer more blackstudies courses. They said the edme that they ment that the ment took of the said the studies courses. They said the adme that they wanted to do someministration had done little to rething

the actual and told the told the they wanted to do someRankings were based on the numUniversities of California at Berker. ber of minority students who received degrees in broadly defined

academic fields. The City University of New York system, which has a large minority student population, was not and San Jose State Universities because it missed the reporting gree Producers," are available to

what many people have suspected: (703) 385-2981. Historically black colleges and large universities, particularly in

WASHINGTON regions with large minority popula Most notable, some observers said, was that Georgetown United sity graduated 67 black law)en during the year studied-men than any other institution. The 67 dents earning law degrees from Georgetown.

Frank L. Matthews, publisher of Black Issues, said the report broke new ground because it revealed the "accountability and commitment" of institutions that claim to be doing everything they can to attract minority students. Until now, he said, "We've never been able to determine who was actually maducing minority graduates and in what numbers."

He added, "That's akin to know ing that the [Washington] Bulks have an outstanding point guard and a good bench but never knowing if they win games."

Mr. Matthews said the ranking showed that institutions can grade ate more minority students if they are committed to the effort.

because the report ranked institutions by the number of minority students they graduated, rather than by the proportion of minority students. larger institutions was more likely to show up on the list.

Reginald Wilson, senior scholar at the American Council on Ema tion, also warned that the number of graduates alone did not tell ik whole story. "You've got to know the retention rate." he said. "These numbers have to be tenpered by [knowing] who started

Among the report's findings: Among historically black institute tutions, Howard University gradated the most black students-74 Southern A&M, and Hample

 Among predominantly with institutions, the University of Maryland at College Park graduat ed the most black students-28 Other top producers of black graduates were Rutgers and Temple Universities and the Universities

■ The largest number of Hisps versity of Puerto Rico at Rio Picdras. Florida International Univer-

■ The University of Hawaii & ■ Southeastern Oklahoma S

University graduated the most American-Indian students-120followed by Northeastern State Copies of the report, "Top De-

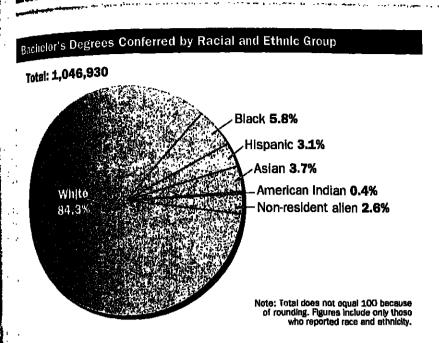
\$2.50 from Black Issues in Highta appear in the Black Issues listings.

52.50 from Black Issues | 52.50 from Black Issues | 6520 War.

Education, Suite B-8, 10520 War. The report confirmed much of wick Avenue, Fairfax, Va. 220%

—IBAN EVANGELAUF AND COURTNEY LEATHERMAN

Earned Degrees, 1989-90



egrees	Conferre	d by Raci	al and Et	hnic Grou)		
•	U.S. citizens and resident allens						
Associate	American Indian	Asian	Black	Hispanic	White	Non-resident allens	Race unknown
Men	1,436	6.470	13.171	9,810	154,301	2.972	2,912
Women	2.089	6,956	22,107	12.252	214.228	3,205	2.770
Total	3,525	13,426	35,278	22,062	368,529	6,177	5,682
Bachelor's							
Men	1,828	19.617	23.276	14.871	413.469	17.040	1,387
Women	2,610	19,442	37.798	17,815	469,527	9,737	1,340
Total	4,338	39,059	61,074	32,686	882,996	26,777	2,727
Master's							•
Men	465	6,070	5,492	3,566	112,976	24,338	736
Womon	643	4,576	9,839	4,339	138,542	11,146	1,116
Tolal	1,108	10,646	15,331	7,905	251,518	35,484	1,852
Doctorate			•		•		-
Men	52	910	533	417	15,102	7,204	153
Women	50	372	612	366	10,691	1,671	105
Total	102	1,282	1,145	783	25,793	8,875	258
Profession	nal				•		
Mon	138	1,966	1,650	1,454	37,909		183
Women	119	1,370	1,739	973	22,382		61
Total	257	3,336	3,389	2,427	60,291	1,036	244

	Associate degrees			ĺ	Bachelor's degrees				Mester's degrees			Doctoral degrees				
	Men	Women	Total	gjan t e	Men	Women	Total	5-year change	Men	Warren	Total	6-year change	Men .	Women	Total	6-year change
Agriculture, natural resources	3,230	1,602	4,832	-26%	8,955	4,115	13,070	- 28%	2,245	1,128	3,373	-14%	1,029	243	1,272	+ 5%
Architecture, environmental design	268	1,743	2,011	+ 35	5,637	3,624	9,261	-1	2,221	1,271	3,492	+7	69	28	97	+9
Are and ethnic studies	12	56	G8	+113	1,760	2,639	4,399	+ 53	656	542	1,198	+ 36	68	60	128	<u>-7</u> _
Business and management	32.751	74,229	106,980	-11	132,704	116,377	249,081	+7	50,983	26,220	77,203	+14	863	279	1,142	+32
Communications	746	912	1,658	-10	19,536	30,527	50,063	+24	1,562	2,508	4,070	+ 18	141	122	263	+15
Communications technologies	1,347	667	2,014	-11	655	565	1,220	- 29	150	149	299	+ 43	3	3	6	0
Computer, Information sciences	3,820	3.784	7.604	- 40	19,178	8,256	27,434	-29	6.968	2,675	9,643	+36	533	90	623	+ 151
Education	2,311	5,707	8,018	16	22,980	81,735	104,715	+19	20,834	65,223	86,057	+ 13	2,931	3,991	6,922	<u>-3</u>
Engineering	2,098	282	2,380	. 39	54,249	9,828	64,077	-17	20,691	3,262	23,953	+ 14	4,519	434	4,953	+ 54
Engineering technologies	4G.872	4,879	51,751	·- 14	16,558	1,475	18,033	-5	738	157	895	+ 42	12	0	12	+ 33
Foreign languages	78	251	329	·· 15	3,010	8,316	11,326	+14	627	1,368	1,995	+ 16	210	302	512	+17
Health sciences	7,969	56,159	64,128	- 6	9,235	49,581	58,816	-9	4,534	15,820	20,354	+ 17	897	846	1,543	+ 29
Home economics	2,746	7,484	10,230	+ 6	1,480	13,507	14,987	-4	310	1,843	2,153	-10	89	214	303	+10
Lister	583	3,964	4,547	+ 121	510	1,072	1,582	+ 37	1,311	558	1.869	+4	90	23	113	
Létters	185	382	567	. 8	15,874	32,201	48,075	+41	2,458	4,765	7,223	+22	586	700	1,266	+2_
Liberal / general studies	53,007	75,714	128,721	+ 21	10.416	14,540	24,956	+30	554	1,040	1,594	+35	13	18	31	-42
Ubrary and archival aciences	13	99	112	- 13	16	68	84	-58	960	3,389	4,349	+ 12	12	29	41	53
Life sciences	439	595	1,034	-8	18,325	18,845	37,170	-3	2,377	2,484	4.861	4	2,395	1,449	3,844	+12
Mathematics	489	271	760	- 4	7,812	6,785	14,597	-4	2,205	1,472	3,677	+ 28	746	169	916	+31
Military solences	114	15	129	+ 461	384	33	417	+39	- 0	0	<u>-</u> _	-100	0	- 0	0	
Muki / Interdiscipilnary studies	5,228	6,575	11,803	+ 38	8,753	10,435	19,188	+22	2,023	1,482	3,505	+ 10	203	108	311	+9
Parks and recreation	279	182	461	- 37	1,941	2,463	4,404	4	179	251	430	-21_	18	17	35	- <u>3</u> -8
Philosophy and religion	59	34	93	- 33	4,374	2,474	6,848	+7	839	487	1,326	+14	324	108	432	+ 22
Physical sciences	1,317	818	2,135	-3	11,091	5,040	16,131	-32	4,008	1,439	5,447	<u>-6</u>	3,364	801	4,168 37	+12
Protective services	9,441	3,407	12,848	+4	9,575	5,812	15,387	+23	796	355	1,151	-7	24	13	3,353	+15
Psychology	285	825	1,110	+ 13	15,291	38,295	53,586	+35	2,992	6,239	9,231	+ 10	1,414	1,939 266	495	+ 15
Public affairs and social work	2,771	2,457	5,228	+ 42	5,310	10,931	16,241	+17	6,181	11,812	17,993	+12	229		3,023	+6
Sociel sciences	1,272	1.598	2.870	+11	65,248	51,677	116,925	+28	6,758	4,661	11,419	+ 10	2,037	986 151	1.298	+14
Theology	389	264	653	-7	3,919	1,243	5,162	- 15	2,998	1,688	4,686	+8	1,147	370	842	+22
Visual and performing arts	8,041	5,882	13,923	+1	15,325	24,370	39,695	+5	3,749	4,797	8,546	2	472 153	105	258	142 n/a
Not classified by field of study	2,912	2.770	5,682	n/a	1,387	1,340	2,727	n/a	736	1,116	1,852	n/a + 13%	24,371	13.867	38,238	+ 1696
All fields	191.072	263,607	454,679	0%	491,488	558,169	1,049,657	+7%	153,643	170,201	323,844	† 1.370	24,311	20,001	30,400	. 1070

Professional degrees Chiropractic	Mon 1,906	Woman 675	Total 2,581	5-year change - 396
Dentistry	2,830	1,263	4,093	- 23
Lew	21,059	15,378	36,437	-3
Medicine	9,977	5,138	15,115	-8
Optometry	646	426	1.072	4
Osteopathic medicine	1,119	442	1,561	+5

Phermacy	Mon 482	Women 709	Total 1,191	5-year change + 38%
Podlatry, podiatric medicine	493	182	675	+ 16
Theological professions	4,408	1,445.	5,851	-19
Veterinary medicina	901	1,259	2,160	-1
Other	183	61	244	n/a
All fields	44,002	26,978	70,980	-5%

Athletics

Auburn's Football Coach to Relinquish His Duties as Athletics Director

Pat Dye will relinquish his duties ics director, a job he has held since as athletics director but remain as Auburn University's football coach, the university's new president, William V. Muse, has an-

Mr. Dye had been expected to step down from the director's job since last fall, when a former player charged that he had been paid by football coaches and boosters.

The player, Eric Ramsey, released tape recordings in which assistant coaches and boosters are heard offering Mr. Ramsey money

President Muse sald the separation of the

two jobs was "In the

best interest of Auburn

University and its athletic department."

or other improper benefits. Auburn and the National Collegiate Athletic Association are investigating Mr. Ramsey's charges.

Mr. Dye has maintained repeatedly that he knew nothing about payments to Mr. Ramsey.

He insisted last month that Mr. Ramsey's charges were totally unrelated to his resignation as athlet-

Oregon Panel Opposes Universities' Use of Public Money for Sports Scholarships

A committee appointed by the in-aid to the graduation rates of scholarships.

the accumulated sports deficits at the state's three major universities be forgiven, and that future deficits be avoided through a combination of greater athletic fund raising. a ticket surtax, cost cuts, and corporate support. Institutional mon-

The Special Task Force on Athletic Funding was appointed in Nodilemma" created by large sports deficits. Oregon's three major sports programs—at Oregon State and Portland State Universities and the University of Oregonhave an accumulated deficit of

Last fall, staff members of the state system proposed that the universities, for the first time, use . general institutional funds to finance athletic scholarships, and that they tie the number of grants-

President Muse said the separation of the two jobs was "in the best interest of Auburn University and its athletic department."

He commended Mr. Dye for putting the athletics program in sound financial condition, and said Auburn needed an athletics director whose attention was not divided.

"At the same time, football is too important to Auburn and to our alumni and supporters for the head football coach to give anything other than his undivided attention to developing the strongest and most competitive program we can develop," said Mr. Muse.

'Abysmal' Graduation Rates

A faculty committee that recommended last month that the jobs be separated offered other reasons for Auburn to hire a new director.

The panel criticized what viewed as the athletics department's inattention to the academic success of athletes. It found that while athletes on many of Auburn's teams had graduated at rates higher than other students at the university, rates for football players lagged "very significanty," and rates for basketball players were "abysmal."

"Leadership from the top in this case is sorely lacking, both by ex-

State Board of Higher Education athictes. has recommended that Oregon's In November, the board decided public universities not spend instinot to act on the staff's proposal. which had drawn the opposition of tutional money to pay for athletic Gov. Barbara Roberts. She said The panel proposed instead that only top-priority activities should

receive state aid given Oregon's fiscal crunch (The Chronicle, November 27, 1991). Instead, the board appointed the special panel. The committee called its recomey should be used to make up the mendations a "good compromise" in the short term that would give difference if those measures do not wipe out the debts, the panel the board "time to consider longerterm solutions to the funding prob-

The panel said its proposals vember by Oregon's State Board of would create about \$3.4-million in Higher Education to "find a more increased revenues and sayings, ceptable way out of the present—which still would fall short of the projected \$6.9-million deficit for the three sports programs through The remainder of the deficits would be eliminated by using in-

stitutional money to pay for women's sports or non-revenue sports. \$6.3-million. coaches' salaries in those sports, Opposed by Governor or to allow the university to charge all scholarship athletes the in-state

tuition rate.

The board is expected to consider the panel's proposals at its meet-

--- DOUGLAS LEDERMAN



Pat Dve. Auburn's football coach, had been expected to step down from the director's job since last fail.

port said. It called for "clear and students and coaches from the athletic director regarding the importance of getting an education and of

Auburn's new director, the re-

ample and actions," the panel's report said, should be someone "with demonstrated commitment unequivocal leadership given to to academic integrity," and a "proven record of working within the larger university community."

> Mr. Dye's decision further shrinks the ranks of coaches who also head athletics departments.

move made last week, Baylor Unversity said it would put its football coach in charge of the athletics department—but only for a year.

But in another administration

In the last few years, as big-time sports programs have grown may: complex and come under greater scrutiny, college officials have increasingly agreed that coache should not also be responsible for overseeing athletics departments.

1-Year Waiver

A number of colleges have sepsrated the jobs, leaving Mr. Dycani Nelson Stokely, the football coach and athletics director at the University of Southwestern Louisians, as the only two men in the NCAA's Division I-A who served in both iobs at the start of this academic

Baylor's president, Herbert F Reynolds, said the university was waiving for only one year "ourpolicy of keeping the athletic director The university appointed Grant Teaff to succeed Bill Menelee as athletics director and said it would permit Mr. Teaff to coach Baylor's football team for one last season.

College Football to Offer Pay-Per-View Games on Cable

pay-per-view television next

Officials of the colleges and the network said the one-year test arrangement would be a boon to cable-television viewers, who will have the opportunity to see more games than they do now. But some observers fear that the deal could be the first step toward a decrease in the number of college games on free television, and members of Congress said they would watch the developments close-

Under its current arrangements with the College Football Association and the Big Ten and Pacific-10 Conferences, ABC televises different games in different regions, based on where greatest. For instance, viewers sity and the University of Wash- a pos University of Florida.

Revenues to Be Shared

which will be administered by ball. Showtime Entertainment Tele-

By DOUGLAS LEDERMAN cials said they expected fewer "We think it's a worthwhile ABC Sports and most of the than 50,000 people to pay to see one-year experiment for Big country's college football pow- an extra game each week, and Ten fans who would be willing erhouses announced a plan last that the network and the col- to spend somewhere between week to show college games on leges would split about 55 per \$5 and \$10 for a game otherwise cent of the revenues, with 45 per not available to them. At a time cent going to cable systems.

By last week, the Big Ten and the CFA had agreed to participate in the arrangement. Bill Byrne, athletics director at the University of Oregon, said the Pacific-10 athletics directors had endorsed the deal, but that

"At a time of cost containment, we think

it will supply some supplemental income,

but not be a huge source of revenue."

the interest is expected to be the presidents of the league's universities had yet to vote.

on the West Coast might see a Some sports officials have chairs the House panel, said last game between Stanford Univer- long viewed pay-per-view TV as week that he did not foresee any ington, while at the same time, cash-strapped athletics profans in the Southeast watch the grams. It has been a success for it would increase the number of University of Georgia play the Louisiana State University, games available to fans. which has its own statewide pay-per-view system. Viewers those who fear that this could be pay nearly \$30 a game for foot-With the pay-per-view plan. ball and \$15 a game for basket-

None of the college officials, vision, ABC will allow viewers in however, said they expected to during the 1992 college-football during the same that one region to see—for a fee of make much money from the season, I intend to ensure that under \$10-a game that is being pay-per-view deal next year.

will supply some supplemental income, but not be a huge source of revenue."

Stephen J. Solomon, senior vice-president for ABC Sports, stressed that the pay-per-view arrangement would supplement those games that are already shown on the network each Saturday in the fall.

Issue Concerns Lawmakers

Some federal lawmakers have expressed concern about the slow drift of sporting events from free television to pay television. The House Subcommit tee on Telecommunications and Finance held a hearing on the subject in May 1990.

Rep. Edward J. Markey, Massachusetts Democrat who since, as currently construct

But echoing the concerns of Markey said in a statement: "As ABC's experiment unfolds the quality and quantity of shown on a cable channel in one of the other reciers and one one of the other reciers and other reci of the other regions. ABC offiTen, James E. Delany, said:

sports broadcasting sport

The International Research & Exchanges Board has a new Daniel C. Matuszewski has been rand to succeed Allen Kassof, who

REX is an independent non-profit vanization that encourages holarly cooperation in the tumanities and social sciences beneen U.S. researchers and their unterparts in East Europe and the sew nations that had made up the

A historian, Mr. Matuszewski tacheen executive director of the loscow-based International Toundation since 1989, during which time he also served the Carnegie Corporation of New York as a senior specialist. The International oundation is a multinational ganization that has designed and semented coonerative approaches to problems such as scurity, governmental transitions, retural preservation, and

From 1969 to 1989, Mr. Matuszewski directed the Soviet and Asian programs at IREX. Mr. Kassof, who has been with corganization since its inception in 58, plans to work on a new Miked based at trex and supported n the Carnegie Corporation of

New York to examine problems of

ombly in central Europe.

The American Association for h Advancement of Science is poblishing a newsletter about private and public U.S. efforts to dpscientists in the former

The first issue of the newsletter. weel Scientist to Scientist. ppeared last month and focused or tivities of scientific and egineering societies as well as the efforts of individual scientists and one companies. The publication is wifed by the association's Arectorate for International ^{nograms}; (202) 326-6650.

The Alexander von

sholdt Foundation has ^{gened} a North American Office in Washington, its only sidress outside Germany. The foundation, based in Bonn wics grants to "highly qualified Pisons of foreign nationality" to met research in Germany. Since 33 more than 2,800 U.S. scholars ^{tradely} of academic disciplines the received grants and lowships from the foundation had winners of the Humbolds irch Award for Senior merican Scientists include 13 dobel Prize winners. According to its director, Jan apler, the purpose of the whington office is to foster closer inication and cooperation with North American alumni of the Moran, develop new projects, and Artese contact with the U.S. cademic community. The office is at 1350 Connecticut fue, N.W., Suite 903, ington 20036; (202) 296-2990.

International

For Czechoslovakia's Academics, a Vexing Question: Who Told the Secret Police What About Whom?

A law school challenges new legislation aimed at rooting out Communism's informers

By BURTON BOLLAG

BRNO, CZECHOSLOVAKIA Academics across Czechoslovakia are nervously awaiting the outcome of a controversial case in which a law school is refusing to abide by legislation aimed at rooting out those who spied on their colleagues for the former Communist secret

The case, which involves Masaryk University's law school and its dean, puts a spotlight on the issue of individual responsibility under totalitarianism. It is also seen here as a test of the new law.

The legislation, known as the "lustration" or screening law, bars former Communist Party officials and police informers from managerial posts in the state and public sector for the next five years. At the universities, the ban covers rectors, vicerectors, deans, vice-deans, and elected members of academic senates-which, since the return of democracy here, wield considerable governing power on the campuses. An administrator dismissed under the screening law can continue working at a university, but only in a non-managerial position, such as teaching.

Except for unified Germany, no other former Communist state in Eastern Europe has gone to the lengths that Czechoslovakia has in trying to remove from positions of power or authority those who contributed to the political persecutions of the Communist era.

Exaggerated Reports

However, the law has many critics. They charge that the legislation is unfair because, while it punishes those who were pressured into informing on their colleagues, it does not punish former police or



Jiří Kroupa, dean of Masaryk University's law school: "We believe the screening law violates international laws protecting human rights."

Communist Party officials who have left the public sector for jobs in private busi-

Moreover, critics say, all of the information used in the screenings comes from files written and compiled by the secret police itself. Since zealous officers appear-on the basis of files already made public-to have sometimes written exaggerated reports on their dealings with indi-

viduals they sought to recruit, the law may, in a Kafkaesque way, lead to the persecution of some people who had the cour-

age to resist the pressure and intimidation. Czechoslovak President Vaclav Havel reluctantly signed the bill into law last fall. However, he immediately asked for amendments requiring proof that an individual's actions caused harm to others be-Continued on Page A41

Brazil's Universities Come to the Aid of Deteriorating Public Schools

By DANIELA HART

Brazil's public universities, which critics say have remained aloof as the country's elementary and secondary school system has steadily deteriorated, are finally responding to the urgent need to im-

prove public education. "Many academics are realizing that we cannot have a quality university system based on such poor schools," says Luiz Menezes, coordinator of a center at the studying the problems of the schools. "Universities have a key role to play in

improving education. The current state of elementary and secondary schools, says Mr. Menezes, "is a disaster for the country."

Statistics underscore the point. Out of a total population of about 140 million people over the age of 15, some 40 million are illiterate. Only 47 per cent of children who enter the first grade complete the mandatory eight grades of schooling, only 28 per cent finish secondary school, and only 12 per cent go on to higher education-usual-



Luiz Manazes of the University of São Paulo: "Many academics are realizing that we cannot have a quality university system based on such poor schools."

ly those who attended quality private

Only 2 per cent of children get through elementary school without repeating a grade. In public schools, which enroll 86 per cent of all schoolchildren, it is common for students to repeat two or three times in the first four grades, after which families often allow their children to give up school

No Systematic Evaluations

Brazil has no systematic evaluations of schools of of teachers, but agree that, particularly in the public schools, the standards are very low.

"The fundamental problem in education is the qualification of teachers, and in this universities have an important role to play," says Brazil's Minister of Education, José Goldemberg.

At one time most elementary and secondary schoolteachers were trained at the public universities. But a haphazard expansion of higher education in the 1960's saw the formation of many unregulated pri-

Continued on Following Page



Public Universities Come to the Aid of Brazil's Deteriorating Schools

- Continued From Preceding Page vate universities, which ended uptaking over the training of many schoolteachers. Most of the institutions were founded as profitseeking ventures and are criticized for their low standards, poor quality of instruction, and a lack of commitment to improving education.

"As a result," says Mr. Menezes, schoolteachers here "are usually very ill-prepared."

The Minster of Education has been prodding the public universities to take a more active role in improving Brazil's schools. Mr. Goldemberg is a former rector of

South Africa to Reopen Investigation of Academic's 1989 Assassination

By LINDA VERGNANI

sination three years ago of a South African university professor and political activist has been reopened by a provincial attorney general.

David Webster, who was a social anthropologist at the University of Witwatersrand, was gunned down outside his Johannesburg house on May 1, 1989. At the time of his death there was wide speculation that he had been the victim of a state-connected hit squad. Just a few days before he was slain, Mr. Webster, a well-known anti-apartheid activist, had completed a re-~ port on assassinations by South African counter-terrorism agents,

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INCREASE YOUR FALL ENROLLMENT!

LET US SHOW YOU HOW. School and Colleges Services Division Mark Sherman • 800-728-9262 zilian Society for the Advancement grams we will also be able to have ment will employ as a teaching aid of Science. His appointment last year marked the first time in dec-private universities." he says. ades that the education minister. who generally had been a political appointce, had come from the for Environment, says he intends ranks of academe. Mr. Goldem- to raise the amount spent on each berg is widely seen as someone who understands education and is

firmly committed to improving it. governments to raise teachers' sul-Under his direction, the education ministry is now increasing the age salary of under \$200 a month, amount its National Foundation for Higher Education spends on university programs to retrain teachers, from about \$6-million to \$45-million out of a total budget of ther eroded by inflation, have con-

which he was to have presented to

Mr. Webster's academic col-

leagues posted a \$50,000 reward

rest and conviction of his killers.

but no concrete evidence was ever

However, recently published in-

formation about government secu-

rity force hit squads has led to new

allegations that Mr. Webster was

killed by agents of the Civil Coop-

eration Bureau, or CCB, which is

linked to the military intelligence

quest into Mr. Webster's death.

Last week South Africa's Sun-

front-page story saying new evi-

in the assassination had come to

The report said that shortly after

"white academics with military in-

telligence links" visited the Kosi

ince, where Mr. Webster had been

studying the culture of the

The article said: "The academ-

stroom University—claimed they

were members of a research team

tivities in the region, which borders

ficer in the Webster murder.

murder.

'Intelligence Links'

Thembe-Tonga people.

After a law-enforcement task

brought forward.

community here.

According to Mr. Menezes, the low salaries, which have been furtributed to the degradation of teaching, once a sought-after and respectable career in Brazil. Mr. Menezes criticizes the lack

some control over quality in the

Mr. Goldemberg, who also

serves as interim Secretary of State

public-school student to \$600 from

\$300 a year, and to encourage local

aries. Teachers now earn an aver-

and, in some regions, less than

of vision of Brazil's political and business leaders for not investing in education at all levels. But that too, he says, is starting to change. Industrialists, politicians, and even for information leading to the arrank-and-file workers are becoming aware, if belatedly, that while Brazil in the past could compete in world markets almost exclusively on the basis of cheap labor and plentiful raw materials, that is no longer the case. Today, "know how" and a well-trained labor force are essential.

Pressure From the Recession

Middle-class parents, who for a long time managed to ignore the force that was formed to review the problems of public education by case failed to uncover any relevant sending their children to private facts or identify those responsible schools, are being forced by the for the murder, the Attorney Gencountry's economic crisis—deep eral for the Witwatersrand district recession and high inflation-to said he was recommending that the enroll their children in public Minister of Justice appoint a Su-schools, thus creating more prespreme Court judge to hold an insure for the system to raise its stan-

"To achieve modernization we day Times newspaper carried a have to invest in education." says Mr. Goldemberg. He explains that dence of the CCB's involvement until the 1960's, education in Brazil was accessible only to an elite. Then the government adopted a deliberate policy of sacrificing quality to increase access to schools for the whole population. "Now that Mr. Webster was killed, two 95 per cent of the population has access to schools, we can tackle the question of quality," the minis-Bay area of northern Natal prov- ter says.

Fernando Morais, the Secretary of Education for the State of São Paulo, which is Brazil's main industrial center, is introducing salacs-one of them from Potchefry bonuses for teachers who attend supplemental or advanced courses offered at the University of São and questioned field workers ex- Paulo and the University of the tensively about Dr. Webster's ac- State of São Paulo.

Mozambique." The men were later An Array of Proposals

questioned by the investigating of- On taking office last year, Morais invited 100 specialists, The article did not name the two many from universities, to analyze academics. But it said a senior po- the problems in public education lice source had told the Sunday and propose solutions. Among the Times that evidence about the aca- proposals now being put into pracdemics and the questions they tice are increased autonomy for asked might be presented to the ju-schools, which have been subjectdicial inquest. However, the article ed to a complex centralized busaid detectives could not find any reaucracy; supplementary training evidence that the men had been di- for teachers; and routine evaluarectly involved in Mr. Webster's tions of schools and instructors, Mr. Morais also hopes to improve A new dormitory, named in hon- the quality of teacher-education or of Mr. Webster, opened this' courses at private universities by month at the University of the Wita special cable-television channel

well as a past president of the Bra- \$300-million. "With these pro- that the state's Education Departin classrooms.

"No matter what political changes are made, we will not

"No matter what political

will not soive the country's problems

uniess we tackle

education."

solve the country's problems unless we tackle education." Mr.

Morais says. Besides programs in conjunction with the Department of Education. state universities in São Paulo are developing projects of their own to ments and ideas in education for Tank after the Communists improve elementary and secondary

Projects being developed by the University of São Paulo include an have to be inventive and think up 1990, he was voted dean. extension school, whose aim is to non-orthodox ways of helping to thing ever having been a poprovide distance learning through improve the school system."

American Development Bank I invest \$2-million over two yearst. train science teachers and product of sanctions could be imcourse material for teaching #:

the use of television and video, and

The education school at the Unity we school at Masaryk Unity of Sup Boule in the Worseying versity of São Paulo introduceda program last year that allows pal. (18mo, 135 miles southeast of changes are made. we

lic schoolteachers to enroll as we cial students in any of its course that have vacancies for the course that have vacancies. Some 8/9 he school's 27-member Acateachers enrolled in such countries Senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 1 years and university of the senate voted last November 2 years and university of the senate voted last last year, and university officials as the law took well as school administrators considered the program to be very sections and the interior ministry for cessful. Professors, worried a first school as students would see the interior ministry for cessful. Professors, worried a first school as the interior ministry for cessful. Professors, worried a first school as the interior ministry for cessful. Professors, worried a first school as the interior ministry for cessful. Professors, worried a first school as the interior ministry for cessful. Professors, worried a first school as the interior ministry for cessful. The issue was highly that "special students" would school and the vote carried have difficulty keeping up with the interior ministry for cessful, and the vote carried have difficulty keeping up with the interior ministry for cessful. The issue was highly that "special students" would school a first school as the interior ministry for cessful. The issue was highly that "special students" would school a first school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" would school as the interior ministry for cessful. The issue was highly that "special students" is special students as the interior ministry for cessful. The interi

classrooms. The education school also is the Long supported the 1968 at-ating a computer-linked data have attendorm Communism here, with information on new developuse by the public schools.

se by the public schools.

Says Miriam Krasilchik, the Mr. Kroupa was elected school's director: "Universitin skin of the law school. In

cy with a bad law.

a joint program with the Inter Villoslovak Law to Root Out Police Informers Faces Campus Challenge Leninist" version of legal con-

I The parliament has not yet in the President's request.

anout of the Communist Party

domer, and says that he and girefusing on principle to

win Czechosłovakia, where

on possible to decline invi-

阿尔 "discussions" with the

of other law schools in

^{ovakia} have been reluc-

taly recomfortable with his

nuclean pus of Masaryk, peo-

troubled by the ap-

Confederation of Politi-

Made up of people

been imprisoned by the

limes to remove Mr.

The rector, Milan Jelinek,

and advice as a lawyer,"

Opposition

But Mr. Jelínek, who was himself thrown out of a teaching job at authorities in 1970, says the skripta

the institution by the Communist does not indicate a crime. Under Communism, says Mr. Jelinek, it was not rure for professors to slant their notes in such a way simply to be allowed to continue teaching.

Against the wishes of Mr. Kroupa and the law school's Academic Senate, Mr. Jelínek submitted the dean's name for screening. He says he did so on the basis of Mr. Kroupa's membership on a university-wide council-and because he did not want to disobey a law enacted by the democratically elected parliament.

Job Hangs in the Balance

A "finding" in Mr. Kroupa's case is expected to be announced shortly. His job hangs in the balance: If the screening panel concludes that he indeed was a police informer, the law says he must step down as dean.

But Mr. Jelínek says he would whol's faculty members are not force the dean out merely on the basis of a finding by the interior Ministry. The screening certificate behieve the screening law issued by the ministry gives no detsinternational laws protect—tails other than that a person was or on rights," explains the was not an informer. "Unless l

were blackmailed, bribed, or persuaded to spy on their colleagues. A small number of academics—

Milan Jelinek, rector of Masaryk U.: Under Communism it was not rare

for professors to slant their notes so they'd be allowed to teach.

the most obvious and vicious collaborators with the Communist regimes—have been forced out of their universities by the new democratically elected campus administrations and by pressure from students. According to Mr. Roskovec, many other past collaborators have quietly left the universities to avoid the consequences of the screening.

not faculty members are being subjected to the screening, most of the police informers are still at their jobs, Mr. Roskovec says. He says he expects few university adminis-

troversy on campuses here. Vladimir Roskovec, an Education Ministry official, estimates

tive" professions, 10 per cent of of the law, and knows of no case in university instructors nation- which someone has been dismissed wide-or about 2,000 of them- as a result of a screening. Universities are not required to make public or inform the government of such

Conformity under Communism was guaranteed by the threat of dismissal from teaching jobs of anyone not showing outward support for the regime. Many hundreds of university

teachers did lose their jobs after the Communists took power in 1948 and again during the so-called "normalization" period after Soviet tanks crushed the "Prague Spring" in 1968. While some man-Since only administrators and aged to find jobs in "less sensitive" positions—with no contact with young and impressionable students-in the science academies. many others were forced to work as janitors and window washers.

Shortly after Vaclav Havel and other dissidents founded the Charter 77 human-rights organization in 1977, academics were forced to take part in another humiliating demonstration of their loyalty. Without being shown the actual charter in which the human-rights movement's goals were explained. faculty members were asked to sign a party-sponsored condemna-

'Signing or Leaving'

At Charles University in Prague, cation institution, only three of the about the work you approximately 500 faculty members had the courage to refuse. "It leaving," says Miloš Juzi, a professor of aesthetics. "I signed it,

"I felt terrible," he adds. "It was as if I had been raped." After the fall of Communism, Mr. Juzi was chosen to head a commission set up to reinstate, professors whom the Communists had fired for political reasons.

In the climate of intimidation and repression that prevailed under

Communist rule, academics were as susceptible as anyone else to po-

In January, when a screening panel found that Jiři Kabele, the head of the sociology department in the School of Social Sciences at Charles University, had been a police informer, many of his colleagues assumed that he had surrendered to the pressure. His case demonstrated how quickly a life and career could be damaged.

Mr. Kabele had never been a police informer, as he subsequently was able to prove. In the interim, however, his friends began to shun him. Unfounded rumors about his supposed history of mental problems began to circulate.

Mr. Kabele's name had been found in a central register of the former security police that listed 140,000 civilian "contacts."

The police did not bother people who did nothing to oppose Communist rule, but kept close tabs on those who represented a real or potential threat. First came dissidents and their friends and acquaintances, then those allowed to travel abroad—to scientific conferences. for instance. The names of such individuals often show up in the Interior Ministry's register of secretpolice contacts. Critics of the screening law point to this fact as a prime example of the legislation's

Although the police destroyed many of their files after the fall of Communism, Mr. Kabele's file was intact. Some of his acquaintances-former dissidents who now help run the Interior Ministryhelped unearth the file, and found in it proof of his innocence, including the annotation that the sociologist had been "uncooperative."

Approached by the Police

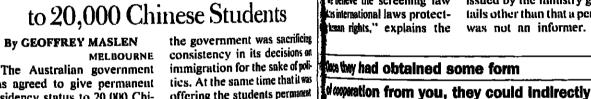
Partly as a result of Mr. Kabele's case, the Interior Ministry recently modified the screening procedures to try to avoid accusing people without adequate justification.

Mr. Kabele had been approached by the police in 1983. when he was head of an official social-science research group that sometimes employed dissidents for special projects. The sociologist says the typical approach of the secret police was to try to convince a person that they knew everything about him. The police would then try to pressure him to do some small, seemingly innocuous favor for them, such as reporting back on what was discussed at an ordinary meeting at work.

"Once they had obtained some form of cooperation from you, they could indirectly blackmail you into providing more services," says Mr. Kabele. "Otherwise they the country's leading higher-edu- would threaten to let others know done for them."

The sociologist says he was was a choice between signing or friendly with a number of dissidents, and they briefed him on what to expect in advance of the meeting he had been summoned to by the secret police.

"Maybe if I had been less prepared, they would have been more successful with me," says Mr. Kabele. "Many others were not prepared. They were scared and didn't know how to behave. They didn't know they could refuse to give in-



Australia Grants Residency

The Australian government has agreed to give permanent residency status to 20,000 Chinese students who were in the country at the time of the Tian-

The controversial decision was attacked by conservative opposition parties as undermining Australia's immigration pro-

anmen Square massacre in Bei-

Prime Minister Paul Kenting revealed the government's decision in a letter to a Chinese-language newspaper in Melbourne. He said that Chinese students who were in Australia on June 20, 1989, when the Chinese army routed demonstrators from Tiananmen Square, would not be forced to return to China unless they had broken Australian laws.

Humanitarian Visas

In the immediate aftermath of the massacre, the 20,000 Chinese students in Australia were given four-year humanitarian by the effects of a prolonged pt. visas that took effect in June 1990, when their students visas were to expire.

The Prime Minister at that Cabinet discussion on the issue said his organization had ask time. Bob Hawke, pre-empted by declaring on a television program that the students would be introduce legislation that would able to remain.

Later, the government announced severe restrictions on sas expired in 1994. issuance of new visas to students in China after it found that thousands of Chinese were remaining in Australia illegally. ernment to allow them to stayin maining in Australia illegally.

Many of the students who came

defines the definition of the students who came

Australia. The students had are hame for a professor's from China did not return to their homeland when their visas expired.

The opposition parties said cution.

offering the students permanent residency regardless of the merit of their individual cases, it was resisting pressure to accommodate hundreds of Cast i bodian boat people on similar humunitarian grounds, the op position parties charged.

Total of 34,000 People

The decision to give blanket residency status to the students state security police. The The security police. The security police informing on others in the security police in the security has a security police. The security has a security police. The security police in the security police. The security police. The security police is security police. The security police is security police. The will add about 34,000 people to the immigration program for 1992, as 14,000 Chinese dependents are expected to join their relatives this year.

Under its normal reunion polhave been reluc-briticize Mr. Kroupa, yet icy, the Australian government allows immediate family men grants who win permission lo stay. The total effectively ne-Malin Urfus, dean of the Ideal Charles University in the There is a law, and we gates the cut the government planned to make in the number of immigrants it was to accept this year, a reduction dictated cession on the Australian econ-

A spokesman for a Sydney the ap-based group called Students for a spen opposition to the a Democratic Chinese Republic introduce legislation that we been imprisoned by the prevent Chinese nationals find prevent Chinese nationals find the university's received the university of the univers

The organization was one of returning students faced perse

kkmil you into providing more services." We're respecting interna- have evidence that he actually hurt which takes precedence others, I won't do it," says the recrusimal law in this matter." Aisse is an extremely sensi-

The screening law does not have provisions for government enforcement—universities are expected to comply voluntarily. Mr. Jelinek's handling of Mr. Kroupa's case could spark a sustained con-

that, as in other "politically sensi-



wise notes, which are which at universities in booking for a law class he The notes are said Jiří Kabele of Charles University. His case demonstrated in explicitly "Marxist- how quickly a life and career could be damaged.

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THE National Academy of Sciences usually elects 60 new members each year, but the list published in The Chronicle last week contained the names of only 59. Why? Reportedly because Carl Sagan, professor of alronomy and space sciences at Cornell University and

note required for membership.

In the mid-1980's, Samuel P. Huntington, professor of sovernment at Harvard University and then-president of the American Political Science Association, was the Liget of a two-year campaign by Serge Lang, professor of mathematics at Yale University, who was successful in keeping Mr. Huntington out of the academy.

popular television personality, failed to get the two-thirds

Inhnical College remained unclear last week. Last month, four of the seven members of the college's mehim. The other three—including the chairman—said hatafive-member quorum was not present for the vote, hence the vote was invalid. (Two positions on the ninemember board are vacant.)

Aspecial meeting of the board was scheduled for last week, but did not take place. Speculation was that the three members of the board who did not vote to fire Mr. Bryan realized they were outnumbered and were regrouping for further action. The regular meeting of the boardisse for May 18, but a spokes woman for the college said sheexpected a meeting, and a vote, of the board

In the mean time, Douglas W. Brister, vice-president foradministration at Greenville Technical College, is

Mr. Bryan, who is ill, says he looks forward to returning to the job.

Anti-Serbian remarks allegedly made by W. Glenn Campbell, former director of the Hoover Institution on War, Revolution, and Peace at Stanford University Name Dropping, April 29), have touched off a letterwing campaign by Serbians in California secking his ousier from his position as a special counselor at the stitution. Mr. Campbell maintains an office and reportedly earns \$144,000 a year in the job.

ain it as it enters a new era of service." , leadquarters in Indianapolis.

10. Williams, who retired after 40 years as professor political science at the University of Utah, has these has for his new free time: "I'll volunteer two days a hekat Democratic state headquarters to revive a twody system in Utah, two days at Utah Issues to fight balles of the poor, and one day a week for downhill ly fishing, and learning how to play the guitar."

Gazette

Thomas J. Hayes

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

Xavier University (Ohio)



John Russell University of Dallas



Colby-Sawyer College

Curtis E. Bryan's status as president of Denmark pyerning board held a meeting and voted unanimously to

saving as acting president.

Wake Forest University

The Educational Excellence Network, established in hashington in 1982 by Chester E. Finn, Jr., professor of ducation and public policy at Vanderbilt University, ad Mane S. Ravitch, now U.S. Assistant Secretary of Education, is changing its sponsorship. Joe B. Wyatt, dancellor of Vanderbilt, announced jointly with Leslie lakowsky, president of the Hudson Institute, that the htter organization would take over. Mr. Wyatt said: "We us proud to have helped launch the Network as a aderbilt project and are pleased the Hudson Institute henetwork, an information exchange and hanghouse, has 1,900 members. In the fall it will move kolices from Washington to the Hudson Institute's

■ New college and university chief executives: Inver Hills Community College, Steven R. Wallace; United States International University, Garry D. Hays; University of North Dakota, Kendall L. Baker.

Times Herald, to vice-president for public affairs at U. of Texas South-

M. Stephen Brown, dean of student serv-

College, to director of human re

■ Other new chief executive: Joyce Foundation, Deborah Leff.

Community College

Inver Hills

Appointments, Resignations

Mancy Allen, assistant director of public services in the libraries at Colorado State U., to dean of Penrose Library at

M. Stephen Brown, dean of student services at Allen County Community College (Kan.), to dean of student affairs at Jamestown Community College.

Douglas G. Buck, former director of human resources at Sinclair Community College to director of human re-U. of Denver.
Warren B. Armstrong, president of Wichita State U., has announced his retirement, effective July 1, 1993.
Kendali L. Baker, vice-president and provost at Northern Illinois U., to president of U. of North Dakota, effective College, to director of numan resources at Nova U.

Stuart D. Chase, director of development and alumni relations at Governor Dummer Academy (Byfield, Mass.), to vice-president for development at Colby-Sawyer College.

Philip Coleman, professor of microbiology at Virginia Commonwealth U., to associate vice-president for academic allairs of the university's Health Sciences Campus.

July 1.

Bryan H. Barrows, III, former assistant professor of communications at Del Mar College, to director of public information at Prairie View A&M U.

John Bear, chairman of chemistry at U. of Houston, to dean of the college of publical princes and mathematics. natural sciences and mathematics of natural sciences and mathematics.

Earl R. Berkson, former director of individual gifts at Lincoln Park Zoological Society (Chicago), to associate direc-

ences Campus.

Irving R. Epstein, professor of chemistry
at Brandeis U., also to dean of arts and

Richard I. Farrin, president of Maryville College (Tenn.), has announced his resignation, effective June 30.

Robert R. Fink, dean of the college of music at U. of Colorado at Boulder, has announced his resignation as dean. tor of development for annual giving at Columbia College Chicago.

Roy E. Bode, former editor of *The Dalias* ffective in September 1993. He wi

> Siater M. Jean Flaherty, associate profes-sor of nursing at Catholic U. of America, also to dean of the school of nurs-

remain on the faculty as professor of

ing.

Mary Joseph Frame, former director of the Center for Munagement Development at Appalachian State U., to dean of the Leadership Institute at Columbia College (S.C.).

William E. Galley, vice-president for finance and development at Pacific U., to vice-president for business and finance at Agnes Scott College.

Stephen J. Gehret, assistant vice-president for finance at St. Thomas U. (Fla.), to associate vice-president for finance at Barry U.

Continued on Following Page

Continued From Preceding Page Jack Glynn, assistant director of financial aid at Cardinal Stritch College, to as

sociate director. David W. Hartman, former assistant pro vost for public service at Virginia Commonwealth U., to associate dean of the school of community service at U. of North Texas.

Thomas J. Hayes, professor of marketing at Xavier U. (Ohio), also to director of institutional advancement.

Garry D. Hays, former chancellor of Min nesota State U. System, to president of United States International U. Patrick A. Heelen, dean of fine arts and humanities at State U. of New York at Stony Brook, to executive vice-presi

dent at Georgetown U.

Deborah L. Howard, director of facilities planning at Old Dominion U., to direc tor of facilities resources at Pennsylva

Daniel A. Jaksen, president of the Or chard Ridge campus of Oakland Com munity College, to vice-chancellor for planning and development of the com

unity-vollege district. Dann J. Johnson, professor of finance at Virginia Polytechnic Institute and State U., to dean of the school of business and accountancy at Wake Forest

Eliso B. Jorgens, professor of English at Western Michigan U., also to associate dean for curriculum and instruction in the College of Arts and Sci

Laurence M. Katz, dean of the school of law at U. of Baltimore, has announced his resignation as dean, effective a later than spring 1993. He will remain on the faculty as professor of law.

Leonard R. Lindenmeyer, associate professor of computer-information systems at Anne Arundel Community College, to head of the division of engi-

neering and computer technologies.

Margarot B. Manning, personnel director
at Johns Hopkins U., to director of human resources and labor relations a Bloomsburg U.

William Miles, former senior vice president of Call Interactive (Fairfield, Conn.), to vice-president for administration at Fairfield U.

Donald A. Morrie, president of Oliver College, has resigned. Janis J. Nichola, director of public affairs and associate professor of development at Southern Oregon State College, to director of communications as

> Arnold Packer, former U.S. Assistant Secretary of Labor, to senior fellow in the Institute for Policy Studies : Johns Hopkins U.

Melody C. Plerce, associate in profes sional education at New York State Education Department, to director of student life at U. of the Virgin Islands. **David Placey, assistant director of ad** missions and enrollment conversion a Eastern Michigan U., to admissions director at Washtonaw Community

College.

Ronald H. Provost, former vice-president for academic affairs at St. Michael's College, to president of the Boston campus and professor and dean of the international department of Shows Vomen's U. (Japan).

George N. Rainsford, president of Lynchburg College, has announced his retirement, effective no later than June

Eric R. Riedel, vice-president for student affairs at Bradford College, to vice-president for student development at Colby-Sawyer College.

John Russell, former director of con-struction at Dallas Independent School District, to director of facilities at U.

at U. of Wisconsin-Parkside, to ad-

missions director at Indiana U. at Ko-Carol A. Soott, dean of the Framingham campus of Massachusetts Bay Community College, to dean of the Catta-

raugus County Campus of Jamestown Community College.

Jeraid Strickland, professor of optome try at U. of Houston, to dean of the

College of Optometry.
Steven R. Wallace, president of Austin Community College, to president of Inver Hills Community College, effec-

Karen A. Wells, vice-president for educational services at Metropolitan Community College (Neb.), to vice-president for instruction at Sinclair Com-

munity College. Patriola J. Whitney, director of personnel and education at NCR Corporation (Dayton, Ohio), to director of human resources at Sinclair Community Col-

Floyd W. Windal, professor of accounting at U. of South Alabama, to professor of accountancy at Bentley College. Bobby R. Wright, president of Northeast-ern Oklahoma A&M U., has announced his resignation, effective

Peter J. Wyeth, managing director of development at Philadelphia Orchestra Association, to vice-president for advancement at Virginia Commonwealth

IN THE ASSOCIATIONS

Chioe T. Reid, admissions director for the school of law at Whittier College, to assistant director of council affairs at Law School Admission Services, the operating arm of Law School Admission Council.

William Sauser, Jr., associate vice-president for extension and professor of edacation at Auburn U., has been elected president of Society for Advancement

MISCELLANY

Deborah Laff, senior producer at ABC News (New York), to president of

Uvin Major, II, vice-president for devel opment affairs at LeMoyne-Owen College, to vice-president for develop-ment and marketing at Black College Satellite Network (Washington).

Deaths

Mary Latimer Cordner, 96, former professor of drama at James Madison U., May 1 in Fairfax, Va.

Sherwin Greene, 60, professor of urban and regional planning at George Washington U., April 27 in Washington. Wilbur S. Howell, 87, former professor of rhetoric and oratory at Princeton U. April 20 in Neshanic, N.J.

Frank S. Napal, 44, director of alumni development at Emerson College, May 4 in Cambridge, Mass.

Rosa Lee Nemir, 86, former professor of pediatrics at New York U., April 27 in

Dwight R. Nicholson, 44, chair of physics and astronomy at U. of Iowa, November l in Iowa City. Jean T. Palmer. 88, former director of ad ons at Barnard College, April 30 in

Mahlor Ryder, 55, professor of illustration at Rhode Island School of Design, Febru-

at Rhode Island School of Design, Febru-ary 27 in Providence, R.I.

Nellt J. Sanders, 69, professor emeritus of music at Western Michigan U., April 19 in Hastings, Mich.

George J. Stickel, 61, photography-media adviser at Bergen Community College, April 20 in Westwood, N.J.

Patricia Thomas, member of the English faculty at Rhode Island School of Design. April 3 in Providence, R.I. Apollon P. D. Valakia, 93, co-founder and former professor at New England College of Pharmacy, April 29 in Peterborough

Coming Events

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

■ 20: Grantsmanship. "Technical Assis tance/Grant Writing." teleconfer ence, Center for Leadership, Develo ment, and Research and the University of New Mexico. Contact: Center for Leadership, Development, and Research, P.O. Box 91277, Washington 20090-1277, fax (202) 737-2451 or Wal-

ter Barwick, (202) 737-2405. tion in Uncertain Times," conference on corporate communication, Fair-leigh Dickinson University, Madison, N.J. Contact: Michael B. Goodman, (201) 593-8710.

20-21: Management. "Values Based Total Quality Management for Higher Education," institute, Marian College, West Point, N.Y. Contact: (414) 923-

west Folm, N.Y. Contact: (414) 923-8140, fax (414) 921-8228. 20-21: Nursing. "Successful Grantwin-ning Techniques for Nurses and Health-Care Professionals," seminar, David G. Bauer Associates, Omni Park Central Hotel, New York. Contact: DOBA, (800) 836-0732.

20-22: Academic advising. Regional conference, National Academic Advising Association, University of Kansas, Lawrence, Kan. Contact: Joe VanZandi, (913) 864-4371.

20-22: Research parks. "Global Technology Development: University Research Parks and Incubators," annua international conference, Association of University Related Research Parks Austin, Tex. Contact: (602) 752-2002, fax (602) 752-2003.

20-23: Literature. Bicentennial conference on Percy Bysshe Shelley, Nation al Endowment for the Humanities and New York Public Library, New York. Contact: Betty T. Bennett, (212) 746-

20-24: Interdisciplinary studies. "Myth and Knowledge," interdisciplinary conference, Sir Wilfred Grenfell College of Memorial University of New-foundland, Corner Brook, Newfoundland. Contact: Michael Coyne or Georg Gunther, (709) 637-6333, fax (709) 639-8125.

conference, National Academic Advising Association, Appalachian State University, Boone, N.C. Contact: Earlene McNeill or Pam Hoffman.

21-24: Black students. "The Research Problem: Black Intellectual Activism on the Horizon of the 21st Century," annual conference, National Black Graduate Student Association, Howard University, Washington. Contact: (510) 642-5881 or (510) 642-6680.

22-24: International education. Workshops, NAFSA: Association of International Educators, Chicago. Contact: NAFSA, Suite 1000, 1875 Connecticu Avenue, N.W., Washington 20009-5728; (202) 462-4811, fax (202) 667

22-26: Snort history. Aunual convention, North American Society for Sport History, Dalhousie University, Halifax, Nova Scotia, Contact: Joan Paul, Department of Human Perform ance and Sport Studies, University of Tennessee, Knoxville, Tenn. 37996

American Nazrul Conference," Tar-anga, Medford, Mass. Contact: Abdul-lah Shibli, Stonehill College, North Easton, Mass. 02375; (508) 230-9509, fax (508) 238-9253 or Taranga, 33 Traincroft Road, Lawrence Estate, Medford, Mass. 02155; (617) 396-8266,

fax (617) 482-0357. 24-26: Canadian higher education. Con-ference, Association of Canadian Community Colleges, Montreal. Contacl: ACCC, Suite 200, 1223 Michnel Street North, Ottawa KIJ 7T2; (613) 746-5916, fax (613) 746-6721.

24-27: Adult students. "The Adult Learner: Programs to Attract, Retain, and Educate Older Students," conference, University of South Carolina, Columbia, S.C. Contact: National Conference on the Adult Learner, University of South Carolina Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-

2260, fax (803) 777-9357. 4-27: International education. "Internal Education at the Crossroads," annual conference, NAFSA: Association of International Educators, Chicago. Contact: Conley Turner, NAFSA, Suite 1000, 1875 Connecticut Avenue, N.W., Washington 20009-5728; (202) 462-4811, fax (202)

24-27: Higher education. "Celebration of Teaching Excellence and Conference of Administrators," National Institute for Staff and Organizational Development and League for Innovation in the Community College, Austin, Tex. Contact: Suanne D. Roueche, NI-

Tex. Contact: Suanne D. Rouecne, Ni-sob, University of Texas, EDB 348, Austin, Tex. 78712; (512) 471-7545. 24-June 6: Bloethies. "Extended Ibero-American Bioethics Course," Georgetown University and Pan American Health Organization, Washington. Contact: Irene A. McDonald, Kenne-dy Institute of Ethics, Georgetown University, Washington 20057; (202) 687-8090 (http://doi.org/10.1007/1 687-8099, fax (202) 687-6770.

Memorial Day Stosewed

25-26: Management. "Merit-Pay Sys-tems," workshop, OR/Ed Laborato-ries, Orienial, N.C. Contact: OR/Ed, P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040.

25-29: College stores. Annual meeting National Association of College Stores, New Orleans. Contact: NACS, 550 East Lorain Street, Oberlin, Ohlo 44074; (216) 775-7777.

44074; (216) 775-7777.

26-29: International studies. "Globalization and the Caribbean," conference, Caribbean Studies Association, Grenada. Contact: Edward L. Cox, Department of History, Rice University, P.O. 1892, Houston 77251; (713) 327-4947.

26-29: Student personnel. "Gateway to New Alliances," triennial conference College Placement Council, San Fran cisco Hilton Hotel, San Francisco. Contact: Louise Lessel, CPC, 62 High-land Avenue, Bethlehem, Pa. 18017; 800) 544-5272 or (215) 86H-1421, fax (215) 868-0208.

> May S M T W T F S 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

26-31: Biology. "The Cell and Molecu lar Biology of *Chlamydomonas*," in ternational conference, Genetics Soci ety of America and other sponsors Asilomar Conference Center, Pacific Grove, Cal. Contact: George Witman Worcester Foundation for Experimenal Biology, Shrewsbury, Mass. 01545; GSA, 9650 Rockville Pike, Bethesda, Md. 20814; (301) 571-1825, fax (301)

27-29: Faculty development. "Creating Climates for Learning," workshops Council of Independent Colleges, Cleveland and Philadelphia, Contact: Mary Ann Rehnke, CIC, Suite 320, On Dupont Circle, Washington 20036; (202) 466-7230.

27-29: Fund raising, "Effective Personal Communication in Major Donor Solic-itation," workshop, Council for Advancement and Support of Education, Washington. Contact: CASE, Suite 400, II Dupont Circle, Washington 20036;

(202) 328-5900. 27-29: Minorities. "Redefining Education: the Challenge of Black Leaderon Black Concerns in Higher Education, Northeastern Illinois University, Chicago, Contact: Melvin C. Terrell, (312) 794-2867, fax (312) 794-6136.

27-29: Women's studies. Conference, Association of Women's Music and Culture, Indiana University, Bloomington, Ind. Contact: (812) 855-4661 or Susan Frazier, Goldenrod and Horizons, 1712 East Michigan Street, Lansing, Mich. 48912; (517) 484-1712.

7-30: Information. "Telecommunica-tions, Networking, and the Networked Information Resource Revolution," mid-year meeting, American Society for Information Science, Albuquer-que, N.M. Contact: ASIS, 8720 Georgia Avenue, Silver Spring, Md. 20910; (301) 495-0900.

27-30: Philosophy. Conference on Santayana, Texas A&M University and other sponsors, Avila, Spain. Contact: Herman J. Santkamp, Philosophy Department, Texas A&M University, College Station, Tex. 77843-4237.

27-31: Computers. Conference on "Mathematica." Wolfram Research Inc., Boston. Contact: Donna Brown, Wolfram Research, 100 Trade Center Drive, Champaign, III. 61820-7237; (217) 398-0700, fax (217) 398-0747.

28: Philosophy. Canadian-section meet-ing, International Society for Philosophy of Law and Social Phil Charlottetown, Prince Edward Island. Contact: Wesley Crass, Philosophy

Department, Laurentian University, Sudbury, Ontario P3B 2C6. 28: Student recruitment, "CASE Study of a Gold Medal Student-Recruitment Program," workshop, Council for Adancement and Support of Education Pennsylvania State University, University Park, Pa. Contact: CASE, Suite 20036; (202) 328-5900.

Pathways to a Degree: Using Technologies to Open the College," workshop, Annenberg/CPB Project, Sarato-

shop, Anneaberg/CPB Project, Saratoga Springs, N.Y. Contact: Carol
Twigg, Coordinating Center, Empire
State College, Saratoga Springs, N.Y.
12866; (518) 587-2100.
28-29: Student recruitment. "Using Financial Aid to Meet Your Enrollment
Goals," workshop, Council for Advancement and Support of Education
and American Association of Collegiate Registrars and Admissions Officers. Washington, Contact: CASE. cers, Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. 28-39: American studies. "Suburban Development and Quality of Life in the U.S.A.," interdisciplinary national conference, international Institute for

Suburban and Regional Studies, Balti-

dents, "national symposium Navada 14: 91: 41:

28-31: American studies. Annual na

29: Fund raising. "Planned Giving G

portunities for the 21st Century, ference, Chicago Planned (

Fund Raising Executives, Weein R. tel, Chicago. Contact: (708) 6534[k] 29: Institutional advancement. "(4)

9: Institutional advancement.
Study of a Gold Medal Institu

Relations Program," workshop, (cil for Advancement and Suppor

Education, Pennsylvania State B

versity, University Park, Pa Cova CASE, Suite 400, 11 Dupont Cod

Washington 20036; (202) 328-500.

rience: a Continuing Dialogue," at posium, Schomburg Center for ?

search in Black Culture, New York

Public Library, New York Comain Preservation of the Black Reluc-

for Research in Black Culture. Malcolm X Boulevard, New Y

Freshman Year," conference, C University of New York and of

sponsors, Marriott Financial Cer-Hotel, New York. Contact: Mu Kirsch, Office of Academic Corra

ing, City University of New York, H. Floor, 555 West 57th Street, New

York 10019; (212) 541-0324.

29-31: Computers and mattered. "Computing in the Calculus," (00)

ence, Rensselaer Polytechnic la

tute, Troy, N.Y. Contact; Joe Eth

Mathematical Sciences Department Rensselaer Polytechnic Institute Troy, N.Y. 12180; BITNET: ECEPT

RPI.EDU. 29-31; Social Issues. "What Diffe

ence, Duke University-Unive

962-8076 or Rachel Davie Center, University of North Control Chapel Hill, N.C. 27599-10;

Does Difference Make? The Political

Race, Class, and Gender," cook

North Carolina Center for Research

Women, Carolina, Chapel Hill, N.
Contact: Jacquelyn Dowd Hall, M.

962-1124, fax (919) 962-2061.
29—June 12: Philosophy. "Related Socialism: the View From Commeeting, Conference of North Asset

Contact: Cliff DuRand, 1443 (t

Memorial Day

Auros: The Propitious Mores to Creativity, the Passions, and large tionality," conference, World The Message

nomenological Institute, Messari Greece, Contact: A-T. Tymicocus World Phenomenology Institute, Manager

Payson Road, Belmont, Mass. Co.

(617) 489-3696.

30—June 1: Multicultural Issues. "Pi

enges of an Inclusive Society

icnges of an Inclusive Socres; tional conference, International Consessing Center, Washington, Contex Seling Center, Washington, Contex ICC, Suite 138, 3000 Connected Abinue, N.W., Washington 2008; 120, 483-0700, fax (202) 483-5233.

30—June 5: Faculty, "Faculty Decide ment: Tradition and Transformalisment: Tradition and Transformalisment: Tradition and Transformalisment: Tradition and Transformalisment: University of Delaware and Appeals of the Context (704) 262-3045.

N.C. Contact: (704) 262-3045.

N.C. Contact: (704) 262-304.

31—June 2: Engineering Annual confit and confit

Avenue, Baltimore 21218.

can and Cuban Phile

10037; (212) 491-2040.

29-31: Computers. "Computers of the Curriculum: Technology

29-30: Black studies. "The Diversity the African-American Religious Eq

tute of Technology, National Technology and June Michutka. (202) 687-8099. cal Institute for the Deaf, James C. June Michutka. (202) 687-8099. cal Institute for the Deaf, James C. June Michutka. (202) 687-8099. cal Institute for the Deaf, James C. June Michutka. (202) 687-8099. cal Institute for the Deaf, James C. June Michutka. (202) 687-8099. cal Institute. "The Greek P.O. Box 9887, Rochester, N. J. June Michael Mich L. College Humanities Association (c. retown University, Washington at cowboy symposium, Tetas Test (cract: Lyle E. Linville, (215) 751-University, Lubbock, Tex. Cerai End fax (215) 751-8935. Ranching Heritage Center, Italian Tech University, Box 4320, 142 bock, Tex. 79409; (806) 742-149

100 66-MERIT OF (313) 936-3000.

1-4: Engineering. National symposium on concurrent engineering, Society for Computer-Aided Engineering, Omni Shoreham Hotel, Washington, Contact: SCAE, 5411 East State Street,

Rockford, Ill. 61108. 1-5: Computers. International conference on fifth-generation computer systems, Association for Computing Machinery and other sponsors, Tokyo. Contact: Hidehiko Tanaka, University Tokyo, Department of Electrical Engineering, 7-3 Hongo 7-chome, Bunkyo-ku, Tokyo 113; (81) 3-3812-2111, ext. 6663. 1-5: Computers. ' 'Mathematica'

Workshops, Box 1577, Station B, Vanderbilt University, Nashville 37235; (615) 322-2951.

Across the Curriculum: Physics," workshop, Vanderbilt University 1-19: Computers. "Programming Language Paradigms," short course.

Whenton College, Norton, Mass. Contact: Fred Kollett. Wheaton College. Norton, Mass. 02766; BITNET: KOL-1.ETT@WHEATNMA.
1-July 8: Music. "Rethinking American

Music," summer institute, College Music Society, Boston College, Chest-aut Hill, Mass. Contact: CMS, 202

West Spruce Street, Missoula, Mont. 59802; (406) 721-9616.
2-3: Grantamanahlp. "The Dynamic Grants Office: How to Lead Your Organization to Grantwinning Success, seminar, Capitol Publications Inc. Sheraton Colony Square Hotel, Atlanta. Contact: DOBA, Suite 248, 2604 Elmwood Avenue, Rochester, N.Y. 14618; (800) 836-0732.

2-8: Fund raising. "The Fund Raising School: Leadership Development for Fund Raising," Indiana University, Indianapolis. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fax (317) 684-8900.

2-5: Learning. "Defining the Role of the Language Lab," conference, in-ternational Association for Learning Laboratories, University of Kansas, Lawrence, Kan. Contact: John Huy Director, Garinger Academic Resource Center, University of Kansus, 4069 Wescoe Hall, Lawrence, Kan.

66045-2167; (913) 864-4759, BITNET: HUYŒUKANYAK.

2-5: Phenomenology and literature.
"Allegory Old and New; Creativity and Continuity in Culture," conference, International Society for Phenomenology and Literature, Luxen bourg. Contact: A.-T. Tymieniecka World Phenomenology Institute, 348 Payson Road, Belmont, Mass. 02178.

June BMTWTFS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Circle," annual conference, Midwest Association of Student Employment Administrators, Louisville, Ky. Con tact: Viki Ford, STEPS, University of Kentucky, 252 East Maxwell Street. Lexington, Ky. 40508-2613; (606) 257-

2-7: Conservation. Annual meeting American Institute for Conservation of Historic and Artistic Works, Buffalo. N.Y. Contact: American Insutate, 1400 16th Street, N.W., Suite 340. Washington 20036; (202) 232-6636, fax (202) 232-6630.

8-4: Fund raising. "The Fund Raising School: Fund Raising With Limited Budgets," Indiana University, White Plains, N.Y. Contact: Center on Philanthropy, Indiana University, Suite

301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fav (317) 684-8900.

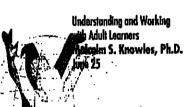
3-6: Faculty development. "Creating Climates for Learning," workshop, Calendar College (1997) 1997. Council of Independent Colleges. Omaha, Contact: Mary Ann Rehnke, CIC, Suite 320, One Dupont Circle, Washington 20036; (202) 466-7230.

Continued on Following Page

CONFERENCES, WORKSHOPS

Higher Education Forum for Today and the Year 2000

Educators need to re-examine modes of teaching to reach and retain an older and more culturally diverse student population. The Fielding Institute's Higher Education Forum takes a close look at the challenges of adapting to this change and diversification in demographics.



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Attitudes, Expectations, Behaviors: Foculty Impact on Minority Student Performance Marie Johnson, Ph.D. W. Clarke Douglas, Ph.D. June 26, 27

Recruitment and Retention of a Diverse Student and Employee Isidro Rubi, Ph.D. June 28, 29

All seminars will be held in Santa Barbaro, Colifornia. For more information, contact Denna Waggener, Continuing Education Administrator at 805/687-1099 ext. 152 or FAX 805/963-8290.

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A conference designed to serve the needs of college and university presidents, deans, student affairs administrators, consulting attorneys, and other administrators concerned with the legal aspects of student, faculty, and administrative behavior.

Topics to be covered will include:

The United States Supreme Court and Higher Education: Past. Present and Future

Sexual Harassment on Campus Current Issues in Student Life and Academic Affairs Liability Update: Campus Security, Date Rape, Alcohol

Issues, Hazing, Harassment, and AIDS Thirty-four Years on the Firing Line: A Reflective Look at Higher Education and the Law

Nationally known presenters include:

Robert D. Bickel, Professor of Law, Stetson University College of Law Henry G. Neal, Executive Secretary and Counsel, Board of

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University
D. Parker Young, Professor of Higher Education, The

University of Georgia Sponsored by the University of Georgia Institute of Higher Education and the Center for Continuing Education.

The conference fee is \$140 per person (includes tuition, refreshment breaks, Monday dinner, and conference materials). For further information or to register contact Margaret Caulfield, Georgia Center for Continuing Education (404/542-1586) or D. Parker Young, Institute of Higher Education, The University of Georgia, Athens, Georgia 30602



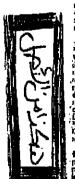
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HARVARD UNIVERSITY and THE COLLEGE BOARD June 28 - July 3, 1992 At Harvard

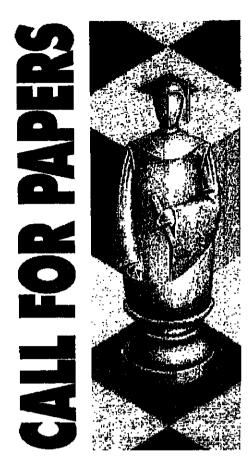
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The 1992 Conference on Student Success Courses is your opportunity to explore exemplary student success courses as offered at a wide variety of educational institutions.

The conference will be focused on the planning, implementation, and presentation of courses designed to improve student performance and retention. John Gardner, Francine McNairy, Sharon Thomas, and Dave Ellis will be the plenary session speakers.

Proposals are welcome on such topics as course research, multicultural student populations, nontraditional student needs, critical thinking, career planning, learning styles, substance abuse education, course promotion,

teacher recruitment and training, large group presentations, multi-section course management, creative ideas for communicating success strategies, and related themes.

For presentation proposal criteria or more information, call or write:

> College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323 FAX 1-605-343-7553

CALL FOR PRESENTATIONS

American Technical Education Association, Inc.

echnical educators and representatives from business and industry are invited to submit a presentation proposal for the American Technical Education Association's 30th National Conference on Technical Education in San Diego, CA on March 18-21, 1993. Your presentation should address the conference theme: "Technical Education in the Global Marketplace".

Presenters selected for the conference will be expected to register for the conference and provide for their transportation and housing. Papers presented should be planned for delivery within forty-five minutes. Presentation proposal abstracts of one typewritten page double spaced, and a one page personal biographical sketch must be received no later than August 21,

Proposals are to be mailed to: George Coffin, Manager of Economic & Career Development Services, San Diego Community College District, 3375 Camino del Rio, S., #335, San Diego, CA 92108; Phone (619) 584-6571; Fax (619) 584-6523.

"CALL FOR PRESENTATIONS" 18th National Learning Resources Conference

February 16-19, 1993 Holiday Inn Golden Gateway, San Francisco, CA

The theme of the 1993 Conference is "Building Learning Resources Programs in a Changing Environment." We invite Learning Resources Staff who are successfully addressing the challenges of dealing with change, diversity of populations, demand for information, increasing costs, and integration of technologies to submit ideas for presentations.

To submit ideas or to get more information, contact:

Dr. Donald Kirkorian Learning Resources Association of California Community Colleges 4000 Suisua Valley Road/LR, Suisun, CA 94585 Phone: (707) 864-7106 • Fax: (707) 864-0361

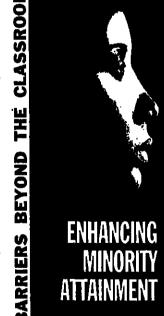
SEPTEMBER 11 – 13, 1992

☐ Call for Papers (to be published in post-conference report) ☐ Call for Presenters

Deadline for papers and presenters: May 15

A comprehensive conference offering innovative programs to enhance minority access. success, and placement in graduate/professional schools and occupations

> Featuring Julian Bond, civil rights activist, educator, historian. and former state senator



FOR MORE INFORMATION

Call or write Donald Lane Director, Division of Continuing Studies Indiana University at Kokomo 2300 South Washington Street P.O. Box 9003 Kokomo, Indiana 46904-9003 317/455-9404

Coming Events

ontinued From Preceding Par 3-5: General education, Conference Medication, Proposition Community College General Resignation Global Trends in Distance tion Association and Sulfolk Community College General Resignation Content of Conten nity College, Hauppauge, N.Y. Lact: Ina Casali or Debra Khis: 548-2579.

Augusta, Me. Contact: 3-5: International Issues. The University of lenges of Building a Work Serv. University Heights, Augustu. Workforce: Europe vs. America 10: 430: 2071 622-3170.

rigo Institute for Technical not a Education research. Proposals munity Colleges, Maine Telegraphe presentations at the annuCollege System, Scarborouth of Education and the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdContact: Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 10: 44. Zereace of the Northeastern EdLord Marcia Schools, 650 Mental Programs, University of

Residen Campus, P.O. Box Residen Campus, P.O. Box Residen Va. 23285-5622;

resolte presentations at the unnu-

and to be held in the fall of 1993 in

the Contact: Alice E. Ingerson,

ni: Geologiatics. Abstracts of pu-

numal conference on geolinguis.

to be held in October in New

3-6: Engineering and minorities for Marional Action Council for Marion 1. University Park, Pa. 16802; (814) in Engineering, Hotel Intertal, New Orleans. Contact: No. 1235, BITNET: HKST@PSUVM. anthe history of land use in Africa 10001-2281; (212) 629-5178.

Deadlines

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June 1: Humanitios. Application fraid Confact: Jesse Levitt. 485 university and college teacher at bottom Avenue, Fairfield, Conn. from independent scholars for lets

university and college teacher at the proposition of the form independent scholars for Idea and the Politics ships in the humanities. Contain the Idea and the Politics (202) 786-0466.

June 1: Fulbrights. Application to The Fulbright awards for teaching the safetimes of the loward Humanity, Finland, Hungary, Ireland to any on the Politics of the Politics of the Politics of the Politics of the Idea and the Politics of the Idea and I

(202) 686-4017.

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plines" for possible presentation at the annual conference of the Institute for the Study of Postscondary Pedagogy to be held in November in Albany N.Y. Contact: Program Committee, Postsecondary Pedagogy Conference, Humanities 110, State University of New York College, New Paltz, N.Y.

June 8: Geologic remote sensing. Proposals on the theme "Geological Remote Sensing: Exploration, Environment, and Engineering," for possible presentations at a conference, to be held in February 1993 in Pusadena. Cal. Contact: Nancy J. Wallman ERIM, P.O. Box 134001, Ann Arbor, Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-5123.

■ June 15: American studies. Proposals on the theme "Economic and Social Issues in the New South: Perspectives on Race and Ethnicity" for possible presentations at a conference, to be held in September in Tumpa, Fla. Contact: Marvin Moore, Institute on Black Life, University of South Florida, 4202 East Fowler Avenue, LIB 609, Tampa, Fla. 33620.

June 15: Equal opportunity. Proposals on the theme "Taking the Lead: Bal-ancing the Educational Equation—Issues of Equity and Diversity for Wom-en and Girls" for possible presenta-tions at a conference, to be held in October in Oukland, Cal. Contact: Edna Mitchell, Director of Graduate Study, Mills College, Oukland, Cal. 94613; (510) 430-3309.

June 15: Literature. Manuscripts on the theme "The Politics of Popular Fiction," for possible publication in Lit: Literature, Interpretation Theory Contact: Lee Jacobus and Regina Bar reca. Department of English, U-25, University of Connecticut, Storrs,

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lune 15: Off-campus programs. Proposais for possible presentation at an unnual conference on quality in off campus credit programs, to be held in October in San Antonio, Confact: National Issues in Higher Education, Division of Continuing Education, 261 College Court Building, Kunsas State University, Manhattan, Kan. 66506-6006; (913) 532-5575, fax (913) 532-

June 16: Utopian studies. Proposals for possible presentations at the annual meeting of the Society for Utopian

VIDEOCONFERENCES

Studies, to be held in November in Baltimore. Contact: Lise Leibacher, Department of French and Italian. University of Arizona, Tucson, Ariz. 85721; (602) 621-7350 or (602) 299-8727.

Human relations. Papers on the theme "New Directions in Human Relations: Making It Work," for possible presen-tations at a conference of the Minnesota Human Relations Association, to be held in October in St. Cloud, Minn. Contact: Polly Kellogg, Human Relations Center, St. Cloud State Universi-ty, St. Cloud, Minn. 56301.

braries. Papers for possible presentations at the annual conference of the Pacific Northwest Library Association, to be held in August in Bellevue Wash, Contact: Richard Dunn, Many neid Library, University of Montana, Missoulu, Mont. 59812; (406) 243field Library, University of Mon 6771, fax (406) 243-2060.

Non-profit organizations. Case studies to be published in Nonprofit Manage-ment Case Study Collection. Contact: Ken Koziol, Curriculum and Publica-tions Manager, Institute for Nonprofit Organization Management, 4306 Geary Boulevard, Suite 201, San Francisco 94118-3004; (415) 750-5180.

MISCELLANY

May 31: Journalism. Applications from schools or departments of journalism or mass communication for support for a journalism professional in residence. Contact: Felix Gutierrez, Vice-Pres lent, Journalism Professionals-in-Residence Program, Freedom Forum, 1101 Wilson Boulevard, Arlington, Vu. 22209; (703) 528-0800.

June 1: Higher education. Dissertations on the study of higher education, com-pleted between June 1, 1991, and May 31, 1992, for consideration for the Outstanding Dissertation Award of the Association for the Study of Higher Education. Contact: Leonard L. Baird, Educational Policy Studies, 145 Taylor Education Building, University of Kentucky, Lexington, Ky. 40506; (606) 257-7835.

■ June 1: Teacher education. Dissertations for consideration for the Distinguished Dissertation in Teacher Eduention Award given by the Association of Teacher Educators. Contact: Ger-ald H. Krockover, Purdue University, School of Education, Matthews Hall, Room 106, West Lafayette, Ind.

June 1: Teaching. Nominations for the Professor of the Year. Contact: Professor of the Year Program, Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Washington 20036-1261.

Washington 20036-1261.

June 5: Aging. Nominations of Individuals for Allied-Signal Inc. Achievement Awards in Aging. Contact: Allied-Signal Achievement Awards in Aging, Johns Hopkins Center on Aging, Francis Scott Key Medical Center, 4940 Eastern Avenue, Baltimore 21224; (410) 550-1248.

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Foundation. Contact: Jack M. Colo. (314) 882-1613, fax (314) 884-99. June 1: Humanities. Application